

Minutes of the Public Meeting of the Monroe Township Board of Education which was held at the Monroe Township High School on November 19, 2025.

The meeting was called to order by Board President Gail DiPane at 6:15 p.m.

ATTENDANCE

Ms. Gail DiPane, Board President
Ms. Carmen Alvarez, Board Vice President
Ms. Sarah Aziz
Ms. Gazala Bohra
Mr. Peter Piro
Ms. Kate Rattner
Ms. Usha Sharma
Mr. Charles Zeichner

JAMESBURG BOARD MEMBER REPRESENTATIVE PRESENT

Dr. Amanda Peck

STAFF PRESENT

Dr. Adam Layman, Acting Superintendent of Schools
Ms. Laura Allen, CPA, Business Administrator/Board Secretary

ATTORNEY PRESENT

Mr. Adam Weiss, Busch Law Group

MEMBERS OF THE PUBLIC – approximately 10

After the Pledge of Allegiance, and the roll call, the Board Secretary read the following statement:

In accordance with the provisions of the New Jersey Open Public Meetings Law, the Monroe Township Board of Education has caused notice of this meeting to be published, and electronic notice provided by having the date, time, and place thereof posted October 25, 2024, and November 12, 2025:

1. At all schools,
2. On the District website at <https://www.monroe.k12.nj.us/>,
3. Home News Tribune,
4. Cranbury Press, and
5. Filed with the Clerk of the Municipality.

CLOSED SESSION RESOLUTION

WHEREAS the Sen. Byron M. Baer Open Public Meetings Act, N.J.S.A. 10:4-6 et seq., (the “Act”) provides that the Monroe Township Board of Education may hold an “Executive Session” from which the public is excluded to discuss matters that are confidential or are one of the nine (9) subject matters listed Section 12 (b) of the Act; and

WHEREAS, that the Board hereby declares that its discussion of the following subject(s) will be made public at a time when the public’s interest in disclosure is greater than any privacy or governmental interest being protected from disclosure.

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NOW, THEREFORE BE IT RESOLVED by the Monroe Township Board of Education that the Board shall go into Executive Session to discuss the following items. Additional items may be determined and announced as needed.

	Matters rendered confidential by state or federal law.
	Matters in which the release of information would impair a right to receive funds from the United States Government.
	Matters which would constitute an unwarranted invasion of privacy.
	Matters involving collective negotiations and/or the negotiations of terms and conditions.
	Matters involving the purchase, lease or acquisitions of real property or investment of public funds.
	Matters concerning the protection of the safety or property of the public.
X	Pending or anticipated litigation and matters covered by the attorney-client privilege.
X	Matters involving employees and terms of their employment and contract.
	Possible imposition of a civil penalty or suspension.
X	HIB investigation involving students.
	Other

BE IT FURTHER RESOLVED that said discussion may be disclosed to the public when reasons for discussing and acting upon it in closed session no longer exist. Action may be taken on any of the items stated above.

A motion was made by Mr. Zeichner and seconded by Ms. Rattner that the members of the Board of Education go into closed session. Roll call 9-0-0-0-1. Motion carried.

Adjourned to Closed Session at 6:26 p.m.
Returned to Public Meeting at 6:48 p.m.

Mr. Weiss stated that members of the Board will be going into a closed session meeting to discuss personnel and litigation matters related to Dr. Chanley. As a result of conflicts of interest with the board members and Dr. Chanley it is necessary to invoke the Doctrine of Necessity to allow for those conversations to happen.

A motion was made by Mr. Piro and seconded by Ms. Alvarez to approve the following resolution by consent roll call:

Whereas, Dr. Chari Chanley serves in the capacity of Superintendent for the 2025-2026 school year; and

Whereas, the Board must consider certain personnel and litigation related matters concerning Dr. Chanley's employment.; and

Whereas, upon review of the various conflicts of interests of the current Board Members, it has been determined that seven (7) of the members have conflicts of interest pursuant to the New Jersey School Ethics Act; and

Whereas, pursuant to Policy 0163, when a quorum of the Board has conflicted interests, the doctrine of necessity may be invoked in order to allow conflicted Board members to participate and vote only when the Board of education has fewer non-conflicted Board members than are required, pursuant to statute, to take action; and

Whereas, when invoking the doctrine of necessity the Board shall state publicly that it is invoking the doctrine of necessity with the reasons for doing so and the specific nature of the conflicts of interest; and

Whereas, the Board Policy further provides that it shall read the resolution invoking the doctrine of necessity at a regularly scheduled public meeting, post the notice of the resolution for thirty (30) days and provide the School Ethics Commission with a copy of the resolution; and

Whereas, the School Ethics Act, N.J.S.A. 18A:12-21, et seq., was enacted by the New Jersey State Legislature to ensure and preserve public confidence in School Board Members and School Administrators and to provide specific ethical standards to guide their conduct; and

Whereas, the School Ethics Commission has provided guidance regarding the invocation of the Doctrine of Necessity when a quorum of the Board of Education is not available because members of the board of education have conflicts of interest on a matter required to be discussed and voted upon; and

Whereas, the Board intends to have discussions concerning Dr. Chanley;

Whereas, members of the Board have conflicts of interest that would prevent their participation in and vote on the matters related to Dr. Chanley are as follows:

1. Carmen Alvarez, Gail DiPane, Peter Piro, Usha Sharma, and Charles Zeichner are involved in litigation with Dr. Chanley.
2. Sarah Aziz was previously involved in litigation with Dr. Chanley.
3. Kate Rattner's husband, David, is a teacher employed by the Board.

Whereas, as a result of the foregoing, the Board does not have a quorum to discuss, consider and vote on matters related to the Superintendent's employment and related litigation, and the Board's counsel and the Board have determined that it is necessary to invoke the Doctrine of Necessity;

NOW, THEREFORE, BE IT RESOLVED, That the above paragraphs are hereby incorporated by reference; and be it

Further Resolved, that the Doctrine of Necessity is hereby invoked with respect to the Board's deliberation of and any public votes related to Dr. Chanley; and be it

Further Resolved, that a copy of this Resolution, having been read at a public meeting of the Board on November 19, 2025 be posted in accordance with the Board's standard procedures for not less than thirty (30) days and that the Board Secretary reflect the same in the minutes of the meeting; and be it

Further Resolved, that a copy of this Resolution be provided to the School Ethics Commission.

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Roll call 9-0-0-0-1. Motion carried.

A motion was made by Mr. Piro and Seconded by Ms. Aziz that the members of the Monroe Township Board of Education appoint Ms. Alvarez as temporary board secretary for a portion of the closed session meeting. Roll call 9-0-0-0-1. Motion carried.

APPROVAL OF MINUTES

A motion was made by Ms. Alvarez and seconded by Ms. Bohra to approve the minutes for the Public Board of Education Meeting held on October 15, 2025. Motion carried.

A motion was made by Ms. Bohra and seconded by Ms. Alvarez to approve the minutes for the Closed Session Meeting held on October 15, 2025. Motion carried with Ms. Rattner abstaining on the portion where she was conflicted.

STUDENT BOARD MEMBERS' REPORT

Mr. Aaditya Arora reported the following on district schools:

Barclay Brook Elementary School – held its annual PTA sponsored Pumpkin Patch on October 24th. Students selected their pumpkins and decorated them in their classrooms. On October 31st two parades and multiple class parties were held. Students collaborated with residents of the Regency, a local adult community, to write letters of thanks and appreciation for military veterans. During American Education Week, families were invited to visit the school to observe their children learning.

Mill Lake Elementary School – students kicked off the month with its first annual Game Night, with more than 200 families attending for an evening of fun, connection, and community. The games supported the development of executive functioning skills; part of the schoolwide initiative embedded into daily instruction. Several students were recognized by the Monroe Township Baseball Association. These 6 and 7 year-old students were part of one of the three Monroe teams that won district championships this Summer, the first time in township history that three teams earned this honor. Students celebrated Veterans Day through Ms. Papandrea's annual program. 1st Graders from Ms. Meyers' and Mrs. Toth's classes presented to veterans from the Monroe Township American Legion Post 522 on November 13th. Students shared facts about the holiday, expressed heartfelt gratitude, and performed patriotic songs, including a spirited rendition of the NATO alphabet. During American Education Week, families were welcomed into classrooms to observe teaching and learning. On November 24th, Mill Lake will launch its annual Mac & Cheese Domino Challenge, collecting unopened boxes of macaroni and cheese for local food pantries through May 15th. This initiative connects gratitude and honoring, while giving students the chance to design a schoolwide domino display before donating food to families in need.

Woodland Elementary School – students successfully completed the NJSLA field tests in preparation for the Spring. Students and staff supported Breast Cancer Awareness Month by

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wearing pink and donating to the Mama Mare Foundation. Ms. Herman and Ms. Fleming coordinated the annual Woodland School Wounded Warrior Walk along with a fundraiser. An assembly was held for Veterans on November 11th. 4th and 5th Grade classrooms celebrated American Education Week from November 17th – 20th.

Applegarth Elementary School – students completed a wide variety of classroom projects and activities to honor veterans. Code Zero, Club Code, and Art TAG are being held weekly. Mrs. Patel and Ms. Sheppard, both 4th Grade Teachers, sponsored a group of 4th and 5th Grade girls in the Girls on the Run program, a program that empowers students to lead emotionally and physically healthy lives. The PTA sponsored Book Fair is scheduled for November 20th and 21st. The Principal's Book Club for Harry Potter and the Sorcerer's Stone is scheduled on Google Meet for Tuesday, November 25th. The first Pep Rally of the year is scheduled for Wednesday, November 26th at 9:30 a.m. A Winter Concert is scheduled for Wednesday, December 10th at the High School PAC.

Oak Tree Elementary School – students celebrated American Education Week in November with parents and guardians who were invited to participate in classroom activities. The PTA Scholastic Book Fair was held on November 18th and 19th. The Totally Vocals assembly is scheduled for November 21st. The first One Book One School event of the year is scheduled for November 25th. Some upcoming activities include the Ten Days of Oak Tree, a door-decorating contest, and themed spirit days. 3rd Grade students participated in Native American Day on November 24th, rotating through activities to learn about Indigenous cultures.

Middle School – On November 14th, students honored local veterans and participated in a military-style obstacle course. During the week of November 17th, students celebrated American Education Week with events highlighting staff. Parents were welcomed to visit classrooms on November 18th to observe students. Students shadowed administrators on November 20th, serving as acting administrators. The 6th Grade Play, Leap Day, is scheduled for November 20th at 7:00 p.m. Parent-Teacher Conferences are scheduled for December 1st and 3rd.

High School – the annual Haunted High School was held on October 29th, raising over \$4,500 for the Mama Mare Foundation. For Veteran's Day, students commemorated the day by holding a moment of silence in the morning. This was done to honor those serving in the US Armed Forces and encouraging support for the military of our Country. The Key Club hosted a CPR event, allowing for teens to become CPR certified. Parent-Teacher Conferences will be held on December 2nd and 4th.

COMMITTEE REPORTS

Mr. Peter Piro, Chairperson of the Buildings, Grounds, and Transportation Committee, reported that the following topics were covered at the November 12th meeting:

Administration provided an overview on the roof projects, electric service & HVAC at Applegarth School. Administration noted that JCP&L finally energized the new building electric service late on Friday, November 7th, and the HVAC contractor's electrical sub-contractor was on site Monday morning November 10th to energize their new electric equipment. Mr. Piro reported that now that power is in place,

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the HVAC contractor will provide a revised schedule to reflect equipment start up dates after which we can plan to reoccupy the building.

Next, the Committee reviewed a weekly report provided by Honeywell which highlighted the completion status of the LED Lighting upgrade projects, the delivery of chillers for Barclay Brook and Woodland Schools, the replacement of boilers at the Middle School and Barclay Brook, and solar construction.

Next, the Committee reviewed the bid tabulation, which included only one bid received. The Committee is recommending the award at the next Board of Education meeting. Administration noted that HVAC equipment at the High School is now past 16 years old and will start to become an issue in the coming years.

Administration provided an overview of bus operations, driver staffing and contractor routes. Mr. Morolda is still working on a pilot program for the bus app.

Ms. Kate Rattner, Chairperson of the Legislative Action & Community Engagement and the Legislative Action & Community Engagement Committee reported that the Committee met on November 12th and had discussions relating to the following:

Two revised letters were presented to the Committee. One regarding the funding formula and the other regarding full day kindergarten. The Committee agreed to hold off on sending the kindergarten letter until the numbers are received from the design study. Next, the Committee discussed the Department of Education survey regarding funding. The Committee felt the questions were very nuanced, so they decided that it would be best to combine some of the information that the survey requested and put it into the letter to send to the Department of Education School Funding email address and Monroe's legislators.

Ms. Carmen Alvarez, Chairperson of the Policy Committee, reported that the Committee met on November 12th. Ms. Alvarez reported that there is new legislation that requires districts to adopt a policy and procedure that provides standards for the curation of library material and establishes criteria for the removal of existing library material. Ms. Alvarez reported that this new legislation is effective December 9th and Strauss Esmay updated the language for Policy and Regulation #2530, #2535, and #9130 to coincide. The Committee continued with the review of the policy manual. Ms. Alvarez reported that it was brought to the Committee's attention that Strauss Esmay can provide a similar service for policy review. Ms. Ratter added that since the meeting, the representative from Strauss Esmay to whom they spoke with provided Dr. Layman and herself with the actual audit without charge.

Ms. Gazala Bohra, Chairperson of the Curriculum, Co-curricular, Athletics and Pupil Personnel Committee, reported that the Committee met on November 12th and had a discussion on the MTHS final exam student performance data. The data showed that students failed 18% of the finals last school year, and 2.6% of those eventually failed the course. Both the percentages were slightly lower than when this data was first discussed two years ago. The original concern was that students were failing the course because of the final, and that number has reduced from 45 to 29 in last two years, but the number of students failing the course without correlation to finals went up from 312 to 340 as per the data presented. Next, there was an update on the Co-op for Ice Hockey by Mr. Barandica. He shared that we would be in a NJSIAA approved co-op with

South Brunswick and North Brunswick for Ice Hockey for the next few years. Mr. Barandica shared that the combined team will practice and play home games in Pro Skate Ice Rink in South Brunswick. The team will play under the banner of South Brunswick School District. Lastly, Mr. Morolda provided an update on the Summer Enrichment programs. The camps were also attended by Spotswood, Jamesburg, and Cranbury students. This year a Falcon's Nest Enrichment program for Pre K students was piloted, which allowed our highschoolers in the Working with Children program to get additional experience over the Summer through this camp. The new Mind and Motion Academy for K-2nd Grade students was a huge success.

Ms. Gazala Bohra, Chairperson of the Finance and Shared Services Committee, reported that the Committee met on November 12th and reviewed the Bill List and attorney invoices. Ms. Bohra reported that an addendum was expected before the board meeting. The Committee then reviewed the attorney fees for the months of September for a total of \$6,917.50 and the month of October for \$5,897.50.

Next, Mr. Mario Karcic of Gallagher Benefit Services, provided a presentation on the proposed shift to Aetna as the health insurance carrier. Ms. Bohra urged all community members including staff to listen to the video recording of this meeting to hear the detailed discussion firsthand. Earlier this year all school districts covered by the state health insurance were informed that the cost would go up by 32% in the coming year. District Administration requested a claims experience report and started shopping around to see if any other carrier would cover us. The cost of Aetna would be 29% more than this year, which is still much less than the cost of the state plan. The district expects to pay \$800,000 less if we move to Aetna from the State plan. A resolution will be placed on the November 19th agenda for Board approval.

Mr. Columbo, a representative from Gallagher Benefit Services, was available to answer questions from the Board and public.

Videotaped committee meetings, agendas, and meeting minutes can be found on the district website at the following link:

<https://www.monroe.k12.nj.us/board-of-education-2/boe-meeting-information/videotaped-committee-meetings>

PUBLIC FORUM

George Gunkleman, Monroe Township – inquired why the agenda lists fire and lockdown drills for Applegarth School when the students are not there. Next, Mr. Gunkleman inquired if administration was planning to charge the contractors penalties for not completing the work on time at Applegarth.

April Gardner, Monroe Township – spoke in reference to the Doctrine of Necessity posted on the website and the need for it.

Bob Valentine, Monroe Township – inquired if the district will acquire any financial requirements for open claims with the state plan, and if so, was that factored into the anticipated savings.

Chrissy Skurbe, Monroe Township – inquired about the projected increase in health insurance and the effects on next year's budget. Next, Ms. Skurbe spoke in regard to the curriculum report and the % of students failing final exams.

SUPERINTENDENT'S REPORT
STUDENT DATA & PERFORMANCE REPORT
PERSONNEL (10-member vote)

A motion was made by Ms. Bohra and seconded by Ms. Rattner that Personnel Items A-O under the 10 member vote be approved by consent roll call. Roll call 9-0-0-0-1. Motion carried. A copy of the Personnel section of the Superintendent's Report is attached to the official set of minutes.

PERSONNEL (9-member vote)

A motion was made by Ms. Rattner and seconded by Ms. Bohra that Personnel Items P-AP under the 9 member vote be approved by consent roll call. Roll call 8-0-0-0-1. Motion carried. A copy of the Personnel section of the Superintendent's Report is attached to the official set of minutes.

BOARD ACTION (10-member vote)

A motion was made by Ms. Rattner and seconded by Ms. Bohra that Board Action Items A-K under the 10 member vote be approved by consent roll call. Roll call 9-0-0-0-1. Motion carried. A copy of the Board Action section of the Superintendent's Report is attached to the official set of minutes.

BOARD ACTION (9-member vote)

A motion was made by Ms. Bohra and seconded by Ms. Alvarez that Board Action Items L-Q under the 9 member vote be approved by consent roll call. Roll call 8-0-0-0-1. Motion carried with Ms. Rattner recusing on Item M for D. Rattner. A copy of the Board Action section of the Superintendent's Report is attached to the official set of minutes.

BUSINESS ADMINISTRATOR'S REPORT/RECOMMENDATIONS (10-member vote)

A motion was made by Ms. Rattner and seconded by Ms. Alvarez that Board Action Items A-K under the 10 member vote be approved by consent roll call. Roll call 9-0-0-0-1. Motion carried with Ms. Alvarez recusing on check #'s 11526 and 11920, Ms. Bohra abstaining on Item E, and Ms. Rattner recusing on Item G and check #'s 11218, 11655, 11526, 11382, and 11989. A copy of the Board Action section of the Business Administrator's Report is attached to the official set of minutes.

BUSINESS ADMINISTRATOR'S REPORT/RECOMMENDATIONS (9-member vote)

A motion was made by Ms. Bohra and seconded by Ms. Rattner that Board Action Items L-M under the 9 member vote be approved by consent roll call. Roll call 8-0-0-0-1. Motion carried. A copy of the Board Action section of the Business Administrator's Report is attached to the official set of minutes.

BOARD PRESIDENT REPORT

With Thanksgiving approaching, Ms. DiPane thanked the board members for all their hard work, the student board representatives, and district administrators, especially Mr. Tague, for all their efforts pushing to get Applegarth School back open. Next, Ms. DiPane stated that as Board President it is her responsibility to address conduct that affects the functioning reputation and integrity of the Board. Ms. DiPane reported that she was made aware of an inappropriate Facebook comment posted by a member of the Board.

OTHER BOARD OF EDUCATION BUSINESS

Mr. Zeichner stated that speaking as an individual, not as a member of the Board, the statement he is about to make is his opinion and does not reflect the collective views of the Board, it is also not intended to impugn someone's character. Regarding a recent social media post made by Mr. Tufano, Mr. Zeichner stated that he finds the words that Mr. Tufano used were disgraceful, deplorable, and insensitive. That, along with comments made after walking out of a recent board meeting, is inappropriate conduct of a board member.

Ms. Bohra, Ms. Rattner, and Ms. DiPane congratulated the newly elected board members and Ms. Rattner on her re-election to the Board.

Ms. Bohra stated that she is hopeful that the Board will conclude the investigation on Dr. Chanley soon.

Ms. Rattner thanked Mr. Khan, Ms. Elsamra, and Ms. Shah for running as candidate for the Board of Education. Next, Ms. Rattner spoke about unity and working together on the Board to obtain common goals.

Ms. DiPane reported that the Khan / Elsamra team donated the unused funds, a little over \$600.00, from their campaign to the Monroe Education Foundation.

Mr. Arora reported that many students have expressed concern with the announcement to remove Option 2 as a course at the High School. Dr. Layman reported that Option 2 is not being removed or changing.

PUBLIC FORUM

Vanessa Forst, Monroe Township – inquired what organization should be contacted when a member of the Board uses language that may be vulgar or offensive to members of the public.

Bob Valentine, Monroe Township – inquired if a column could be added to the staff count on the agenda to include the number of full time equivalents. Next, Mr. Valentine inquired if administration will be able to provide any insight on how the budget is looking prior to March.

Chrissy Skurbe, Monroe Township – inquired about the use of the Doctrine of Necessity for tonight's meeting. Ms. Skurbe stated that this Board spends a lot of time arguing with each other when there are many issues to be addressed. Next, Ms. Skurbe read the complete social media post that Mr. Zeichner had referenced earlier.

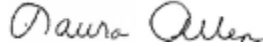
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NEXT SCHEDULE BOARD OF EDUCATION

ADJOURNMENT

A motion was made by Mr. Piro and seconded by Ms. Bohra that the meeting be adjourned. Motion carried. The public meeting adjourned at 8:50 p.m.

Respectfully submitted,



Laura Allen, CPA

Business Administrator/Board Secretary

The video recording of this meeting of the Monroe Township Board of Education can be found on the district website or at the following link:

<https://www.monroe.k12.nj.us/board-of-education-2/boe-meeting-information/videotaped-boe-meetings>



Wednesday, November 19, 2025
MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA

PLEASE TURN OFF ALL CELL PHONES DURING THE MEETING
ALL INDIVIDUALS SITTING AT THE BOARD TABLE SHOULD HAVE THEIR PHONES PUT AWAY

MONROE TOWNSHIP HIGH SCHOOL
200 SCHOOLHOUSE ROAD
MONROE TOWNSHIP, NJ 08831
6:15 P.M.

Any member of the public may record the proceedings of a public meeting of the Board in a manner that does not interrupt the proceedings, inhibit the conduct of the meeting, or distract Board Members or other observers present at the meeting.

The Board will permit the use of tape recorders, still or movie cameras, or videotape cameras only when notice of such intended use has been given to the Board Secretary one day in advance of the meeting. Any video recording device must be located and operated from inconspicuous locations in the meeting room as determined by the presiding officer of the meeting. The presiding officer may also limit the number of video recording devices if he/she determines the number and position of the video recording devices will be an unnecessary intrusion to the meeting. In this event, preference will be given based on the order in which prior notice requesting to record the meeting was provided to the Board Secretary.

The presiding officer shall determine when any recording device interferes with the conduct of a Board meeting and may order that an interfering device be removed.

1. CALL TO ORDER

2. PLEDGE OF ALLEGIANCE

3. ROLL CALL

Subject	A. BOARD MEMBERS
Meeting	Nov 19, 2025 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA
Category	3. ROLL CALL
Type	Information

Ms. Gail DiPane, Board President
 Ms. Carmen Alvarez, Board Vice President
 Ms. Sarah Aziz
 Ms. Gazala Bohra
 Mr. Peter Piro
 Ms. Kate Rattner
 Ms. Usha Sharma
 Mr. Peter Tufano
 Mr. Charles Zeichner

JAMESBURG BOARD MEMBER REPRESENTATIVE (See Note 2)

Dr. Amanda Peck

STUDENT BOARD MEMBERS

Mr. Aaditya Arora

Ms. Siyona Patel

4. STATEMENT

Subject	A. STATEMENT
Meeting	Nov 19, 2025 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA
Category	4. STATEMENT
Type	Information

In accordance with the provisions of the New Jersey Open Public Meetings Law, the Monroe Township Board of Education has caused notice of this meeting to be published and electronic notice provided by having the date, time, and place thereof posted July 23, 2025 and November 12, 2025:

1. At all schools,
2. On the District website at <https://www.monroe.k12.nj.us/>,
3. Home News Tribune,
4. Cranbury Press, and
5. Filed with the Clerk of the Municipality.

5. CLOSED SESSION RESOLUTION

Subject	A. CLOSED SESSION RESOLUTION
Meeting	Nov 19, 2025 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA
Category	5. CLOSED SESSION RESOLUTION
Type	

WHEREAS the Sen. Byron M. Baer Open Public Meetings Act, N.J.S.A. 10:4-6 et seq., (the "Act") provides that the Monroe Township Board of Education may hold an "Executive Session" from which the public is excluded to discuss matters that are confidential or are one of the nine (9) subject matters listed Section 12(b) of the Act; and

WHEREAS, that the Board hereby declares that its discussion of the following subject(s) will be made public at a time when the public's interest in disclosure is greater than any privacy or governmental interest being protected from disclosure.

NOW, THEREFORE BE IT RESOLVED by the Monroe Township Board of Education that the Board shall go into Executive Session to discuss the following items. Additional items may be determined and announced as needed.

	Matters rendered confidential by state or federal law.
	Matters in which the release of information would impair a right to receive funds from the United States Government.
	Matters which would constitute an unwarranted invasion of privacy.
	Matters involving collective negotiations and/or the negotiations of terms and conditions.
	Matters involving the purchase, lease or acquisitions of real property or investment of public funds.
	Matters concerning the protection of the safety or property of the public.
X	Pending or anticipated litigation and matters covered by the attorney-client privilege.
X	Matters involving employees and terms of their employment and contract.
	Possible imposition of a civil penalty or suspension.
X	HIB investigation involving students.
	Other

BE IT FURTHER RESOLVED that said discussion may be disclosed to the public when reasons for discussing and acting upon it in closed session no longer exist. Action may be taken on any of the items stated above.

6. APPROVAL OF MINUTES

Subject	A. APPROVAL OF MINUTES
Meeting	Nov 19, 2025 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA
Category	6. APPROVAL OF MINUTES
Type	Information

Public Board of Education Meeting, October 15, 2025

Closed Session Meeting, October 15, 2025

7. STUDENT BOARD MEMBERS' REPORT

8. COMMITTEE REPORTS

Subject	A. COMMITTEE REPORTS
Meeting	Nov 19, 2025 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA
Category	8. COMMITTEE REPORTS
Type	

The committees met on Wednesday, November 12, 2025:

Personnel Committee

Curriculum, Cocurricular, Athletics & Pupil Personnel Committee

Buildings, Grounds & Transportation Committee

Finance & Shared Services Committee

Citizen's Advisory Committee and Legislative Action and Community Engagement Committee

Policy Committee

Committee meeting agendas, meeting notes and videotaped meetings will be posted on the district website once available. <https://www.monroe.k12.nj.us/>

9. PUBLIC FORUM -AGENDA ITEMS ONLY

Subject	A. PUBLIC FORUM (See Note 3)
Meeting	Nov 19, 2025 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA
Category	9. PUBLIC FORUM -AGENDA ITEMS ONLY
Type	

See Note 3.

10. ASSISTANT SUPERINTENDENT'S REPORT

Subject **A. ASSISTANT SUPERINTENDENT'S REPORT**

Meeting Nov 19, 2025 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA

Category 10. ASSISTANT SUPERINTENDENT'S REPORT

Type

11. SUPERINTENDENT'S REPORT/RECOMMENDATION

Subject **A. HOME INSTRUCTION**

Meeting Nov 19, 2025 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA

Category 11. SUPERINTENDENT'S REPORT/RECOMMENDATION

Type Information

ID #	School	Grade	Reason	Home Instruction Provider	Effective Date	End Date
91198	MTHS	10	CST	Forrest	9/3/2025	
92601	MTMS	7	Medical	Guernsey, DuBois, DiGiovannangelo, Avant, Ponsini	9/3/2025	
98707	BB	1	Medical	Cruz	9/4/2025	
88577	MTHS	12	Medical	Vogtman, Lee, Lyons	9/3/2025	
98781	MTHS	10	Medical	Ballard, Lyons, CCL, UTS, J&B Therapy	9/3/2025	
97268	MTHS	11	Medical	Staub, Hardt, Pesce, Lyons, Simmonds	9/9/2025	
93270	MTMS	6	Medical	Ballard	9/17/2025	
90884	MTHS	9	Medical	Denehy, Granett, Carannante, Chakraborti, DuBois	9/15/2025	
89048	MTHS	11	Medical	Field, Mackenzie, Yannone, Jodon, ESCNJ	9/18/2025	
91903	MTMS	8	Medical	Kirchner, Anzivino, Russo, Gomez, Whinna	10/1/2025	
90681	MTMS	7	Medical	Russo, Chamra, Snyder, Manahan, Wall	10/16/2025	
97949	MTHS	11	Adm	Guglielmi, Lustgarten	10/16/2025	
98015	OOD	12	CST	Whinna, J&B Therapy	9/22/2025	10/27/2025
95262	MTHS	10	Adm	Guglielmi, Russo	10/13/2025	
94678	BS	5	Medical	Delicato	10/9/2025	
95260	OOD	9	Medical	Brookfield	9/4/2025	10/31/2025
97935	MTHS	11	Medical	Turnbridge	9/3/2025	10/24/2025
99330	OT	3	Medical	Brookfield	9/4/2025	10/23/2025
93050	MTMS	8	Medical	Learnwell	9/30/2025	10/3/2025
93450	MTHS	12	Medical	Learnwell	10/6/2025	10/31/2025
95810	MTMS	8	Medical	Learnwell	10/10/2025	10/24/2025
88416	MTHS	12	Medical	Integrated Care Concepts	10/14/2025	
90195	MTHS	11	Medical	Learnwell	10/22/2025	10/24/2025
95570	OOD	8	Medical	Rutgers UBHC	10/24/2025	10/30/2025
93050	MTMS	8	Medical	Silvergate Prep	10/27/2025	

97935	MTHS	11	Medical	Silvergate Prep	10/30/2025	
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Subject**B. FIRE/LOCKDOWN DRILLS**

Meeting

Nov 19, 2025 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA

Category

11. SUPERINTENDENT'S REPORT/RECOMMENDATION

Type

Information

Applegarth School ----- October 10, 2025
 Barclay Brook School ----- October 6, 2025
 Brookside School ----- October 1, 2025
 Mill Lake School ----- October 21, 2025
 Monroe Middle School----- Ocotober 10, 2025
 Oak Tree School ----- October 7, 2025
 Woodland School ----- October 6, 2025
 Monroe High School ----- October 10, 2025

Lockdown

Applegarth School----- October 24, 2025
 Barclay Brook School----- October 21, 2025
 Brookside School ----- October 22, 2025
 Mill Lake School ----- October 21, 2025
 Monroe Middle School----- October 24, 2025
 Oak Tree School ----- October 21, 2025
 Woodland School ----- October 27, 2025
 Monroe High School ----- October 17, 2025

Subject**C. BUS EVACUATION DRILLS**

Meeting

Nov 19, 2025 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA

Category

11. SUPERINTENDENT'S REPORT/RECOMMENDATION

Type

SCHOOL	DATE	TIME	LOCATION	ROUTE NUMBERS	PRINCIPAL
Applegarth	10/9/25	9:15am	Bus Loop	OA2,6,9,10,11,14,15,16,17,21,23,25,28,29,38,41,42,43,44,71,73,79,86,80, MID 1 IN	Mary Katherine Nguyen
Barclay Brook	10/9/25	9:00am	Bus Loop	72,74,75,78,81,83,84,4,5,7,12,18,24,27,31,32,33,34,35,36,37,40 & Walkers 474EC	Erinn Mahoney Maggie Fidura
Brookside	10/9/25	9:00am	Bus lot/Front of School	4,5,7,12,24,27,31,32,33,34,35,36,37,40,72,74,75,78,81,83,84 & Walkers	Scott Sidler
High School	10/7/25	7:00am 7:05am 7:10am 7:15am	Bus Parking Lot	30,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,1,22,23,24,25-44,51-54,71-86	Michael Collins Anthony Arcaro

MTMS	10/7/25	8:00am	Front of School	MS02,03,06,07,09,10,11,14,15,16,17,18,20,21,22,23,24,25,26,27,28,29,31,32,33, 34,35,36,37,38,39,40,41,42,43,44,71,72L,75,76,83,84,85,86	James Higgins
Mill Lake	10/9/25 10/10/25	9:15am 1:00pm	Bus Loop	ML 19,82,76,11,80,13,20,22,30,26,85,77	Pamela Ackerman Garcia
Oak Tree	10/9/25	9:15am	Oak Tree Bus Loop	OA2,6,9,10,11,14,15,16,17,21,23,25,28,29,38,41,42,43,44,71,73,79,86,80, MID 1 IN	Mary Katherine Nguyen
Woodland	10/9/25 10/10/25	8:00am 8:05am	Front of the Building	4,5,12,13,19,30,77,78,79,81 & Walkers 30	Orsolina Cetta

Subject**D. ENROLLMENT**

Meeting

Nov 19, 2025 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA

Category

11. SUPERINTENDENT'S REPORT/RECOMMENDATION

Type

Information

Schools	10/31/25	10/31/24	10/31/23	10/31/22	10/31/21
Applegarth	336	373	442	468	453
Barclay Brook	339	359	396	353	330
Brookside	407	430	407	391	391
Mill Lake	425	475	494	488	462
MTMS	1536	1683	1705	1760	1721
Oak Tree	542	580	591	644	715
Woodland	264	261	252	271	303
High School send/receive	2549 259	2586 274	2622 271	2567 268	2507
Total	6398	6747	6909	6942	6882

OUT OF DISTRICT

	Monroe			Jamesburg		
<u>School</u>	<u>September</u>	<u>October</u>	<u>Difference</u>	<u>September</u>	<u>October</u>	<u>Difference</u>
Academy Learning Center	4	4		3	3	
Alpha School	2	2				
Bridge Academy	1	1				
Celebrate the Children	1	1				
Center for Lifelong Learning	3	3				
Center School	2	2				
Children's Center	1	1				
Coastal Learning Center	0	0		1	1	
Collier School	1	1				
Cornerstone	0	0				
CPC High Point	2	2				
Douglass Develop. Center	2	2				
East Mountain	0	0				
Eden	2	2				
Future Foundations Academy	1	1				
Garden Academy	1	1				

Honor Ridge Academy	1	1			
Hawkswood School	1	1			
High Point School of Bergen	1	1			
Lakeview School	0	0	1	1	
Mercer Elementary	3	3			
Midland School	1	1			
MOESC (RAA)	1	1	0	0	
New Roads -Somerset	0	0			
New Roads- Parlin	1	1	1	1	
Newmark Elementary	1	1			
Newmark High School	1	1			
NuView Academy	1	1			
Rock Brook School	0	0			
Rugby	0	0			
Rutgers Day School	1	1			
Schroth School	3	3			
Shore Center	1	1			
Yale Institute	0	0	1	1	
Total	40	40	7	7	

STAFF COUNT

Department	Number of Staff
Superintendent Office	
Superintendent	1
Director	2
Secretary	2
Human Resources	4
Assistant Superintendent Office	
Assistant Superintendent	1
Secretary	2
Staff Developers (Teachers)	3
Business Office	
Business Administrator	1
Assistant Business Administrator	1
Secretary	1
Accounting/Purchasing	4
Payroll	3
Benefits	1
Food Service Director	1
School Admin/Admin Support	
Principal	8
Assistant Principal	10
Secretary	29
Office Paraprofessional	1
Supervisors	
Content Supervisor	5
Secretary	1
Instructional	
Teacher	533.5
Paraprofessionals	
Paraprofessionals - Full-time	113

Paraprofessionals - Part-time	77
Educational Services Professionals	
LDTC	9
School Social Worker	7
School Psychologist	11
Physical Therapist	3
Occupational Therapist	8
Behavior Specialist/BCBA	4
Nurse	12
Media Specialist	7
School Counselor	21
Reading Specialist	4
SAC	1
Speech & Language Specialist	16
Pupil Personnel Services	
Director	1
Supervisor	2
Secretary	5
Information Systems	
Director	1
Tech Staff	11
Facilities	
Director	1
Supervisor	2
Secretary	1
Custodial/Maintenance	67
Transportation	
Director	1
Supervisor	1
Office Staff	3
Driver	56
Bus Mechanics	3
Paraprofessionals - Part-time	17
Security	
Director	1
F/T School Security Officer	20
P/T School Security Officer	4
Athletic Department	
Director	1
Athletic Trainer (1 full time, 1 part-time teacher/trainer)	1.5
Secretary	1
Falcon Care/ECE	
Director	1
Clerk	1
Teacher/Teacher Aides	8
Site Coordinator, Group Leader (Part-time)	17
Total District Staff as of November 1, 2025	1135

Subject

E. PERSONNEL (10 MEMBER VOTE)

Meeting

Nov 19, 2025 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA

Category 11. SUPERINTENDENT'S REPORT/RECOMMENDATION

Type Action

In accordance with N.J.S.A. 18A:38-8.1, the Jamesburg Representative is eligible to vote on the items delineated by an asterisk (*) in the Superintendent's Personnel Action section of the Agenda.

BOARD ACTION (Items A through O)

- A. *It is recommended by the Acting Superintendent of Schools that the Board accept the resignation of **Mr. Howard Fallon**, bus driver in the Transportation Department, retroactive to November 1, 2025.
- B. *It is recommended by the Acting Superintendent of Schools that the Board approve a medical leave of absence to **Ms. Stacey Halle**, paraprofessional at MTHS, effective December 3, 2025 through January 5, 2026 in accordance with Article 21 paragraph F in the collective negotiation agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2023 through June 30, 2026. It is further recommended that this leave shall be unpaid except to the extent of any sick days to which Ms. Halle may be entitled to.
- C. *It is recommended by the Acting Superintendent of Schools that the Board approve a medical leave of absence to **Ms. Michele Britt**, driver in the Transportation Department, retroactive October 22, 2025 through December 31, 2025 in accordance with Article 21 paragraph F in the collective negotiation agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2023 through June 30, 2026. It is further recommended that this leave shall be unpaid except to the extent of any sick days to which Ms. Britt may be entitled to.
- D. *It is recommended by the Acting Superintendent of Schools that the Board approve an extended medical leave of absence to **Ms. Ellen Venezia**, driver in the Transportation Department, retroactive November 1, 2025 through November 30, 2025 in accordance with Article 21 paragraph F in the collective negotiation agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2023 through June 30, 2026. It is further recommended that this leave shall be unpaid except to the extent of any sick days to which Ms. Venezia may be entitled to.
- E. *It is recommended by the Acting Superintendent of Schools that the Board approve an extended medical leave of absence to **Mr. James Dempsey**, driver in the Transportation Department, retroactive to October 31, 2025 through November 30, 2025 in accordance with Article 21 paragraph F in the collective negotiation agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2023 through June 30, 2026. It is further recommended that this leave shall be unpaid except to the extent of any sick days to which Mr. Dempsey may be entitled to.
- F. *It is recommended by the Acting Superintendent of Schools that the Board approve an extended maternity leave of absence to **Ms. Brittany Adelino**, school psychologist at MTHS, effective November 24, 2025 through January 2, 2026 in accordance with Article 17, Paragraph B.1 in the collective negotiations agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2023 through June 30, 2026. It is further recommended that this leave shall be unpaid except to the extent of any sick days to which Ms. Adelino may be entitled to.
- G. *It is recommended by the Acting Superintendent of Schools that the Board approve an unpaid intermittent leave of absence under FMLA/NJFLA to **Mr. Anthony Gambino**, school counselor at MTHS, retroactive to November 17, 2025 through March 9, 2026. Mr. Gambino's unpaid days will be counted against his entitlement to unpaid leave pursuant to the Family and Medical Leave Act of 1993, 29 U.S.C. §2601 et seq. and the New Jersey Family Leave Act, N.J.S.A. 34:11B-1 et. seq., as appropriate.
- H. *It is recommended by the Acting Superintendent of Schools that the Board approve an unpaid an extended leave of absence under FMLA/NJFLA to **Mr. Jonathan Grasso**, teacher of special education at MTHS, effective November 27, 2025 through December 12, 2025. Mr. Grasso's unpaid days will be counted against his entitlement to unpaid leave pursuant to the Family and Medical Leave Act of 1993, 29 U.S.C. §2601 et seq. and the New Jersey Family Leave Act, N.J.S.A. 34:11B-1 et. seq., as appropriate.
- I. *It is recommended by the Acting Superintendent of Schools that the Board approve an unpaid leave of absence to **Ms. Susanna Riccio**, paraprofessional in the Transportation Department, retroactive to September

3, 2025 through December 23, 2025.

- J. *It is recommended by the Acting Superintendent of Schools that the Board approve the following staff as a PD Trainer for the 2025-2026 school year:

1.	Zachary Caruso (PPS)
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- K. *It is recommended by the Acting Superintendent of Schools that the Board approve the following special education paraprofessionals for Winter Wonderland Event at MTHS effective December 8, 2025 for 2.5 hours each at the hourly step on guide (account no. 11-213-100-106-000-070):

1.	Nancy Muce
2.	Dina DiMatteo Avitto
3.	Frances Yoffredo
4.	Jennifer Beshai
5.	Rosa Pieron
6.	Marlene Oskierko
7.	Anupreetha Tandulwadikar
8.	Maria Holmann

- L. *It is recommended by the Acting Superintendent of Schools that the Board approve the following new certificated staff at the following step on guide:

	Name	School	Position	Salary	Account No.	Effective Date	Reason
1.	Katharine Crapanzano	MTHS	Teacher of Biology	Step 9A BA \$72,047 + \$500 longevity	11-140-100- 101-000-070	2025-2026 school year	Adjustment in step on guide
2.	Eugene Giaquinto	MTHS	Curriculum Writer - Honors Finance	\$1,534	11-000-221- 104-000-091	2025-2026 school year	Yearly position
3.	Scott Sample	MTHS	Asst. Choreographer Winter Show	50% of \$1,993	11-401-100- 100-000-070	retroactive to 11/17/25- 1/30/26	Yearly position
4.	Molly Hurst	MTHS	Asst. Choreographer Winter Show	50% of \$1,993	11-401-100- 100-000-070	retroactive to 11/17/25- 1/30/26	Yearly position
5.	Candice Theinart	MTHS	Stage Manager/Producer	\$2,774	11-401-100- 100-000-070	retroactive to 11/17/25- 1/30/26	Yearly position
6.	Molly Hurst	MTHS	Backstage Assistant	50% of \$979	11-401-100- 100-000-070	retroactive to 11/17/25- 1/30/26	Yearly position
7.	Scott Sample	MTHS	Backstage Assistant	50% of \$979	11-401-100- 100-000-070	retroactive to 11/17/25- 1/30/26	Yearly position
8.	Michelle Jodon	MTHS	Costume Coordinator Winter Show	\$1,632	11-401-100- 100-000-070	retroactive to 11/17/25- 1/30/26	Yearly position
9.	Sandra Mascali	MTHS	UP Fitness Advisor	\$1,020 prorated	11-401-100- 100-000-070	retroactive to 11/10/25- 6/30/26	Yearly position
10.	Jovanna Quindés	MTHS	HOSA Advisor	\$1,755 prorated	11-401-100- 100-000-070	retroactive to 10/23/25- 6/30/26	Yearly position
11.	John Stemmler	MTHS	HOSA Advisor	\$1,755 prorated	11-401-100- 100-000-070	retroactive to 10/23-25- 6/30/26	Yearly position
12.	Jon Grasso	MTHS	Teacher of Spec. Ed. TAPS	17% additional contract	11-213-100- 101-000-070	12/15/25- 6/30/26	Revision in dates
13.	Shane Bigelow	MTHS	Teacher of Spec. Ed. TAPS	17% additional contract	11-213-100- 101-000-070	12/2/25- 12/12/25	Leave extension
14.	Joe Eurell	MTHS	Teacher of Spec. Ed. ICR	17% additional contract	11-213-100- 101-000-070	12/1/25- 12/11/25	Leave extension

15.	Steven Mackenzie	MTHS	Teacher of Spec. Ed. ICR	17% additional contract	11-213-100-101-000-070	12/1/25-12/11/25	Leave extension
16.	Scott Wall	MTHS	Teacher of Spec. Ed. ICR	17% additional contract	11-213-100-101-000-070	12/2/25-12/12/25	Leave extension
17.	Jovanna Quindes	MTHS	Teacher of Spec. Ed. ICR	17% additional contract	11-213-100-101-000-070	12/1/25-12/11/25	Leave extension
18.	Marianne Sciliano	MTHS	Teacher of Spec. Ed. ICR	17% additional contract	11-213-100-101-000-070	12/2/25-12/12/25	Leave extension
19.	Jared Carrier	MTHS	School Counselor	17% additional contract	11-000-218-104-000-070	1/5/26-5/15/26	Leave position
20.	Damaris Dominguez	MTHS	School Counselor	17% additional contract	11-000-218-104-000-070	1/5/26-5/15/26	Leave position
21.	Brooke Messinger	MTHS	School Counselor	17% additional contract	11-000-218-104-000-070	1/5/26-5/15/26	Leave position
22.	Sandra Mascali	MTHS	Teacher of Phys. Ed. MD	17% additional contract	11-140-100-101-000-070	retroactive to 11/10/25-6/30/26	Change in dates
23.	Christine Scaletti	MTHS	Teacher of Family Consumer Science	34% additional contract	11-140-100-101-000-070	retroactive to 11/10/25-12/23/25	Correction in percentage
24.	Heather Berglund	MTHS	Assistant Coach Winter Cheer	Step 1 \$3368	11-402-100-100-000-070	Winter Athletic Season	New position

- M. *It is recommended by the Acting Superintendent of Schools that the Board approve the following new non-certificated staff on the following guides (pending satisfactory completion of pre-employment requirements):

	Name	School	Position	Salary	Account No.	Effective Date	Reason
1.	Justin McCloud	District	Workstation Specialist	\$49,000 prorated	11-000-252-100-000-070	1/16/26-4/15/26	Leave position
2.	Nicole Bucher	MTHS	Spec. Ed. Para MD	Step 1 Spec. ed. + toileting \$16.96+\$2.25+\$3.00 for 7 hours	11-212-100-106-000-070	12/1/25-TBD	Leave position
3.	Melissa Williams	Transportation	Spec. Ed. Para Bus Aide	Step 1 Spec. ed. \$16.96+\$2.25 for 5.25 hours	11-000-270-107-000-096	11/20/25-6/30/26	Transfer replacement

- N. *It is recommended by the Acting Superintendent of Schools that the Board approve the following non-certificated staff on the following guides:

	Name	School	Position	Salary	Account No.	Effective Date	Reason
1.	Joann Byrnes	Business Office	Accounts Payable Coordinator	\$56,790.06+\$1,500 base adjustment +\$1,500 longevity prorated	11-000-251-100-000-095	1/1/26-6/30/26	Retirement replacement
2.	Erik Strommen	Transportation	Driver	Step 11 \$33.50 + \$1500 longevity an additional .5 hours for a total of 8 hours	11-000-270-160-000-096	retroactive to 9/3/25-6/30/26	Mid-day run
3.	David Holman	Transportation	Spec. Ed. Para Bus Aide	Step 4 Spec. ed. \$17.26+\$2.25 for 5.75 hours	11-000-270-107-000-096	retroactive to 10/21/25-6/30/26	Increase in hours
4.	Sven Salvador	Transportation	Substitute Spec. Ed. Para Bus Aide	Step 1 Spec. ed. + ed. degree \$16.96+\$2.25+\$1.00 2-2.25 hours as needed	11-000-270-107-000-096	retroactive to 11/13/25-12/23/25	Substitute

- O. *It is recommended by the Acting Superintendent of Schools that the Board approve the following substitutes for the 2025-2026 school year (pending satisfactory completion of pre-employment requirements):

Certificated

1.	Stephane Rampacek	Substitute Teacher
2.	Justine Martinez	Substitute Teacher
3.	Corey Fernandez	Substitute Teacher
4.	Adrian Gonzales	Substitute Teacher
5.	Johanthan Volpe	Substitute Teacher
6.	Nicole Minquillon	Substitute Teacher
9.	Fiona Klobocishta	Substitute Teacher
10.	Donna Williams	Substitute Teacher
11.	Ilene Davidson	Substitute Teacher
12.	Angelina Fazzolari	Substitute Teacher
13.	Kinga Cavanaugh	Substitute Teacher

Non-Certificated

14.	David Bosco	Substitute Security
15.	Mark Brager	Substitute Security

Subject F. PERSONNEL (9 MEMBER VOTE)

Meeting Nov 19, 2025 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA

Category 11. SUPERINTENDENT'S REPORT/RECOMMENDATION

Type Action

In accordance with N.J.S.A. 18A:38-8.1, the Jamesburg Representative is eligible to vote on the items delineated by an asterisk (*) in the Superintendent's Personnel Action section of the Agenda.

BOARD ACTION (Items P through AP)

P. It is recommended by the Acting Superintendent of Schools that the Board accept the resignation of **Mr. Nicholas Ratigan**, teacher of physical education at Oak Tree School, effective February 2, 2026.

Q. It is recommended by the Acting Superintendent of Schools that the Board accept the resignation of **Ms. Falguni Bhatt**, paraprofessional at Applegarth School, effective December 24, 2025.

R. It is recommended by the Acting Superintendent of Schools that the Board accept the modification in the resignation of **Ms. Marie Pender**, teacher of special education at Woodland School, retroactive to October 27, 2025.

S. It is recommended by the Acting Superintendent of Schools that the Board rescind the appointment of **Ms. Cristina Demone** as Nurse for the 6th Grade Dance at MTMS, retroactive to October 24, 2025.

T. It is recommended by the Acting Superintendent of Schools that the Board approve a medical leave of absence to **Ms. Kathryn Echevarria**, teacher of health and physical education at MTMS, retroactive to November 10, 2025 through November 21, 2025 in accordance with Article 17 paragraph B.2 in the collective negotiation agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2023 through June 30, 2026. It is further recommended that this leave shall be unpaid except to the extent of any sick days to which Ms. Echevarria may be entitled to.

U. It is recommended by the Acting Superintendent of Schools that the Board approve a revision in the medical leave of absence to **Ms. Angela Conover**, paraprofessional at Mill Lake School, effective December 8, 2025 through January 19, 2026 in accordance with Article 21 paragraph F in the collective negotiation agreement between the Monroe Township Board of Education

and the Monroe Township Education Association covering the period July 1, 2023 through June 30, 2026. It is further recommended that this leave shall be unpaid except to the extent of any sick days to which Ms. Conover may be entitled to.

V. It is recommended by the Acting Superintendent of Schools that the Board approve an extended medical leave of absence to **Ms. Linda Longo**, paraprofessional at Oak Tree School, retroactive to November 3, 2025 through January 2, 2026 in accordance with Article 21 paragraph F in the collective negotiation agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2023 through June 30, 2026. It is further recommended that this leave shall be unpaid except to the extent of any sick days to which Ms. Longo may be entitled to.

W. It is recommended by the Acting Superintendent of Schools that the Board approve an extended medical leave of absence to **Mr. Jamaal Sconiers**, custodian at Applegarth School, retroactive to November 7, 2025 through December 5, 2025. It is further recommended that this leave shall be without pay except to the extent of any sick days to which Mr. Sconiers may be entitled to.

X. It is recommended by the Acting Superintendent of Schools that the Board approve an extended medical leave of absence to **Mr. Luis Catrola**, custodian at Oak Tree School, retroactive to November 3, 2025 through November 28, 2025. It is further recommended that this leave shall be without pay except to the extent of any sick days to which Mr. Catrola may be entitled to.

Y. It is recommended by the Acting Superintendent of Schools that the Board approve a revision in medical leave of absence to **Mr. Thomas Taylor**, custodian at MTMS, retroactive to October 3, 2025 through October 31, 2025. It is further recommended that this leave shall be without pay except to the extent of any sick days to which Mr. Taylor may be entitled to.

Z. It is recommended by the Acting Superintendent of Schools that the Board approve an extended maternity leave of absence to **Ms. Kelsey Ostner**, teacher of grade 2 at Oak Tree School, effective January 5, 2026 through February 1, 2026 in accordance with Article 17, Paragraph B.1 in the collective negotiations agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2023 through June 30, 2026. It is further recommended that this leave shall be unpaid except to the extent of any sick days to which Ms. Ostner may be entitled to.

AA. It is recommended by the Acting Superintendent of Schools that the Board approve an extended maternity leave of absence to **Ms. Tara Palino**, teacher of grade 5 at Applegarth School, effective December 1, 2025 through December 5, 2025 in accordance with Article 17, Paragraph B.1 in the collective negotiations agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2023 through June 30, 2026. It is further recommended that this leave shall be unpaid except to the extent of any sick days to which Ms. Palino may be entitled to.

AB. It is recommended by the Acting Superintendent of Schools that the Board approve an unpaid a leave of absence under FMLA/NJFLA to **Mr. George Meyers**, teacher of health and physical education at MTMS, effective January 5, 2026 through March 26, 2026. Mr. Meyers' unpaid days will be counted against his entitlement to unpaid leave pursuant to the Family and Medical Leave Act of 1993, 29 U.S.C. §2601 et seq. and the New Jersey Family Leave Act, N.J.S.A. 34:11B-1 et. seq., as appropriate.

AC. It is recommended by the Acting Superintendent of Schools that the Board approve an unpaid intermittent leave of absence to **Ms. Joan Lerman**, paraprofessional at Brookside School, retroactive to November 10, 2025 through December 23, 2025.

AD. It is recommended by the Acting Superintendent of Schools that the Board approve an unpaid leave of absence to **Ms. Erika Defelice**, paraprofessional at Brookside School, retroactive to November 11, 2025 through November 19, 2025.

AE. It is recommended by the Acting Superintendent of Schools that the Board approve an unpaid leave of absence to **Ms. Namita Jain**, paraprofessional at Oak Tree School, retroactive to November 12, 2025 through November 14, 2025.

AF. It is recommended by the Acting Superintendent of Schools that the Board approve the following substitutes for after school clubs at MTMS for the 2025-2026 school year for 1.5 hours at the instructional rate \$55.00 hour as needed (account no. 11-130-100-101-000-080):

1.	Justine Crecca
2.	Allison North
3.	Fran Schwartz
4.	Kristin Hummel
5.	Rachel Zettell
6.	Marc DeBellis

AG. It is recommended by the Acting Superintendent of Schools that the Board approve the following staff for the 7th & 8th grade drama positions at MTMS for the 2025-2026 school year (account no. 11-401-100-100-000-080):

Name	Position	Compensation
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1.	Lisa Costantino	Drama Director	\$3064
2.	Fran Schwartz	Music Director/Keyboard Conductor	\$1734
3.	Nina Schmetterer	Music Director	\$1734
4.	Jordan Delicato	Choreographer	\$1734
5.	Heidi Lubrani	Assistant Choreographer	\$851
6.	Jessica Campos	Costume Coordinator	\$1020
7.	Meghan Granger	Costume Assistant	\$816
8.	Heidi Lubrani	Stage Manager/Producer	\$1224
9.	Robert Howatt	Backstage Assistant	\$612

AH. It is recommended by the Acting Superintendent of Schools that the Board approve the following coaches and steps at MTMS for the 2025-2026 school year (account no. 11-402-100-100-000-080):

1.	Nicholas Sta-Ana	Assistant Wrestling Coach	Step 1 \$2186
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AI. It is recommended by the Acting Superintendent of Schools that the Board approve the following staff as a PD Trainer for the 2025-2026 school year:

1.	Sarah Levine (MS)
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AJ. It is recommended by the Acting Superintendent of Schools that the Board approve the following staff as a Mentor for the 2025-2026 school year:

1.	Stacy Levier (MS)
2.	Janine Levitt (WLS)

AK. It is recommended by the Acting Superintendent of Schools that the Board approve the following special education paraprofessionals for after school activities, concerts, plays, dances and clubs at MTMS for the 2025-2026 school year at their hourly step on guide from 1.5 to 3 hours as needed (account no. 11-190-100-106-000-080):

1.	Tracy Byrnes
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AL. It is recommended by the Superintendent of Schools that the Board reapprove the following certificated staff for Science Resource Personnel for the 2025-2026 school year at a stipend of \$1206 each (correction in dates):

	Applegarth (account no. 11-120-100-101-000-050)
1.	Jessica Siculietano
2.	Susan Voza
	Oak Tree (account no. 11-120-100-101-000-060)
3.	Christine Zappolo
4.	Melissa Bordieri
	Brookside (account no. 11-120-100-101-000-020)
5.	Marisol Cruz
6.	Beth Nagle
	Barclay Brook (account no. 11-120-100-101-000-010)
7.	Bethany Duino
8.	Stephanie Yates
	Mill Lake (account no. 11-120-100-101-000-040)
9.	Taylor Bell
10.	Denise Shea
	Woodland (account no. 11-120-100-101-000-030)
11.	Samantha Cote
	MTMS (account no. 11-130-100-101-000-080)
12.	Jody Heyl
13.	Stephanie Lee
14.	Kathleen Wood

AM. It is recommended by the Acting Superintendent of Schools that the Board approve the following new certificated staff at the following step on guide (pending satisfactory completion of pre-employment requirements):

	Name	School	Position	Salary	Account No.	Effective Date	Reason
1.	Kristen Gula	MTMS	Teacher of Language Arts	Step 1 MA \$54,047+\$3,600 prorated	11-130-100-101-000-080	12/1/25-3/8/26	Leave position

AN. It is recommended by the Acting Superintendent of Schools that the Board approve the following certificated staff at the following step on guide:

	Name	School	Position	Salary	Account No.	Effective Date	Reason
1.	Crystal Mencia Scheidt	Brookside	Teacher of Special Education	Step 10A MA \$79,947+\$3,600 prorated	11-213-100-101-000-020	12/1/25-6/30/26	Change in start date
2.	Catie Cannatelli	Oak Tree	Teacher of Grade 3	Step 2 BA \$54,397 prorated	11-120-100-101-000-060	retroactive to 11/19/25-6/30/26	Leave position
3.	Simone Kizel	Applegarth	Teacher of Grade 4	Step 1 BA \$54,047 prorated	11-120-100-101-000-050	1/20/26-5/7/26	Leave position
4.	Joy Slade	Applegarth	Teacher of Grade 5	Step 8 MA \$63,647+\$3,600 prorated	11-120-100-101-000-050	12/8/25-12/10/25	Leave extension
5.	Julianna Tanico	Oak Tree	Teacher of Grade 2	Step 1 BA \$54,047 prorated	11-120-100-101-000-060	12/24/25-2/4/26	Leave extension
6.	Lisa Papandrea	Barclay/Brookside	Teacher of Basic Skills	Step 11 MA \$98,247+\$3,600 +\$2,000 longevity prorated	11-230-100-101-000-010 50% 11-230-100-101-000-020 50%	1/5/26-6/30/26	Transfer
7.	Alicia Realmuto	MTMS	Nurse for Music Field Trip	Instructional rate \$55.00 up to 7.5 hours	11-000-213-100-000-080	5/29/26	Yearly position
8.	Alicia Realmuto	MTMS	Nurse for Music Field Trip	Instructional rate \$55.00 up to 5.5 hours	11-000-213-100-000-080	1/28/26	Yearly position
9.	Alicia Realmuto	MTMS	Nurse for Music Field Trip	Instructional rate \$55.00 up to 6.5 hours	11-000-213-100-000-080	5/8/26	Yearly position
10.	Alicia Realmuto	MTMS	Nurse for Robotic Competition	Instructional rate \$55.00 for 10 hours	11-000-213-100-000-080	12/13/25	Yearly position
11.	Alicia Realmuto	MTMS	Nurse for 6th Grade Play	Instructional rate \$55.00 for 2 hours	11-000-213-100-000-080	11/20/25	Yearly position
12.	Benjamin Mulvey	MTMS	Innovation Team Leader	\$1624 prorated	11-130-100-101-000-080	retroactive to 11/10/25-3/6/26	Leave position
13.	Melissa Farfan	Oak Tree	Student Council Advisor	50% \$1,362 prorated	11-120-100-101-000-060	retroactive to 11/10/25-6/30/26	Leave position
14.	Carissa O'Larte	Oak Tree	Student Council Advisor	50% \$1,362 prorated	11-120-100-101-000-060	retroactive to 11/10/25-6/30/26	Leave position
15.	Scott Zimms	MTMS	Head Coach Boys Basketball	Step 2 (HS Asst.) \$5,780	11-402-100-100-000-080	2025 Fall Athletic Season	Salary change
16.	Gary Snyder	MTMS	Head Coach Cross Country	Step 3 (HS Asst.) \$5,897	11-402-100-100-000-080	2025 Fall Athletic Season	Salary change

17.	Gary Snyder	MTMS	Head Coach Cross Country	Step 3 (HS Asst.) \$591	11-402-100-100-000-080	2024 Fall Athletic Season	Additional amount from Step 2 to Step 3
18.	Karen Kuey	MTMS	Nurse for 6th Grade Dance	Instructional rate \$55.00 for 3 hours	11-000-213-100-000-080	retroactive to 10/24/25	Replacement position
19.	Holly Jarusiewicz	MTMS	Substitute for Teacher of Basic Skills for After School Program	\$116.34/session	11-230-100-100-000-080	2025-2026 school year	Yearly position
20.	Jessica Avant	MTMS	Academic Achievement Club Advisor	Instructional rate \$55.00 for 1.5 hours	11-130-100-101-000-080	11/20/25-6/30/26	Yearly position
21.	Jonah Nack	MTMS	Percussion Symphony Club	Instructional rate \$55.00 for 1.5 hours	11-130-100-101-000-080	11/20/25-6/30/26	Yearly position
22.	Robert Howatt	MTMS	Chaperone for Chorus Concert	Non-instructional rate \$46.00 for 2 hours	11-130-100-101-000-080	12/16/25	Yearly position
23.	James Barton	MTMS	Teacher of Phys Ed. & Health	17% additional contract	11-130-100-101-000-080	retroactive to 11/13/25-11/21/25	Leave position
24.	Cheryl Whinna	MTMS	Teacher of Phys. Ed. & Health	17% additional contract	11-130-100-101-000-080	retroactive to 11/13/25-11/21/25	Leave position
25.	Gary Snyder	MTMS	Teacher of Phys. Ed. & Health	17% additional contract	11-130-100-101-000-080	retroactive to 11/13/25-11/21/25	Leave position
26.	Misty Drake	MTMS	Teacher of Phys. Ed. & Health	17% additional contract	11-130-100-101-000-080	retroactive to 11/13/25-11/21/25	Leave position

AO. It is recommended by the Acting Superintendent of Schools that the Board approve the following new non-certificated staff on the following guides (pending satisfactory completion of pre-employment requirements):

	Name	School	Position	Salary	Account No.	Effective Date	Reason
1.	Gayathri Sreeram	Brookside	Spec. Ed. Para ICS/RC	Step 1 Spec. ed. \$16.96+\$2.25 for 6.75 hours	11-213-100-106-000-020	11/20/25-1/30/26	Leave position

AP. It is recommended by the Acting Superintendent of Schools that the Board approve the following non-certificated staff on the following guides:

	Name	School	Position	Salary	Account No.	Effective Date	Reason
1.	Julissa Farina	Barclay Brook	Para for Late Bus Coverage	Hourly step on guide for 1 hour	11-190-100-106-000-010	2025-2026 school year	Yearly position
2.	Julissa Farina	Barclay Brook	Spec. Ed. Para for Family Maker Night Events	Hourly step on guide for 3 hours	11-213-100-106-000-010	2025-2026 school year	Yearly position
3.	Renee Zappone	Falcon Care/Mill Lake	Spec. Ed. Para	Step 8 Spec. ed. + toileting \$22.09+\$2.25+\$3.00 up to 3.5 hrs reg. days up to 5.5 hrs on 4 hour session days	65-990-320-100-000-098	retroactive 10/27/25-6/30/26	Student support
4.	Nadine Lieberman	Brookside	Substitute for Traffic/Crossing Guard	Hourly step on guide for 1 hour as needed	11-000-262-107-000-020	11/20/25-6/30/26	Yearly position
5.	Carole White	Mill Lake	Spec. Ed. Para Aut	Step 7A Spec. ed. + toileting \$21.12+\$2.25+\$3.00 for 6.75 hours	11-214-100-106-000-040	retroactive to 9/3/25-6/30/26	Transfer

6.	Martha Strych	Mill Lake	Spec. Ed. Para Aut	Step 8 Spec. ed. + toileting \$22.09+\$2.25+\$3.00+\$500 longevity for 6.75 hours	11-214-100-106-000-040	retroactive to 9/3/25-6/30/26	Transfer
7.	Jennifer Lesser	Mill Lake	Spec. Ed. Para MD	Step 6 Spec. ed. + toileting \$18.54+\$2.25+\$3.00 for 6.75 hours	11-212-100-106-000-040	retroactive to 9/3/25-6/30/26	Transfer
8.	Margaret Lentini	Mill Lake	Spec. Ed. Para MD	Step 4 Spec. ed. + toileting \$17.26+\$2.25+\$3.00 for 3.75 hours	11-212-100-106-000-040	retroactive to 11/17/25-6/30/26	Transfer
9.	Olutomi Deru	Mill Lake	Spec. Ed. Para PSD	Step 4 Spec. ed. \$17.26+\$2.25+\$3.00 for 4.75 hours	11-216-100-106-000-040	retroactive to 11/20/25-6/30/26	Additional hour
10.	Genevieve Basset	Oak Tree	Spec. Ed. Para ICR/RR	Step 6A Spec. ed. + ed. degree \$19.34+\$2.25+\$1.00 for 6.75 hours	11-213-100-106-000-060	retroactive to 9/1/25-6/30/26	Transfer
11.	Eric Schwartz	Oak Tree	Spec. Ed. Para LLD	Step 7 Spec. ed. + toileting \$20.15+\$2.25+\$3.00 for 4.25 hours	11-204-100-106-000-060	retroactive to 9/15/25-6/30/26	Transfer
12.	Felice Schlesinger	Oak Tree	Spec. Ed. Para MD	Step 8 Spec. ed. + toileting+ ed. degree \$22.09+\$2.25+\$3.00+\$1.00 for 3.75 hours	11-212-100-106-000-060	retroactive to 10/27/25-6/30/26	Transfer
13.	Miles Firestine	Oak Tree	Spec. Ed. Para LLD/Aut	Step 7 Spec. ed. + toileting + ed. degree \$20.15+\$2.25+\$3.00+\$1.00 for 6.75 hours	11-204-100-106-000-060 56% 11-214-100-106-000-060 44%	retroactive to 10/27/25-6/30/26	Transfer
14.	Lisa Crothers	Oak Tree	Spec. Ed. Para Aut/LLD	Step 6 Spec. ed. + toileting \$18.54+\$2.25+\$3.00 for 5 hours	11-204-100-106-000-060 60% 11-214-100-106-000-060 40%	retroactive to 10/27/25-6/30/26	Transfer
15.	Ramya Raj	Oak Tree	Spec. Ed. Para Aut/ICR/RR/LLD	Step 3 Spec. ed.+ ed. degree \$17.16+\$2.25+\$1.00 for .75 hours Step 3 Spec. ed + toileting + ed. degree \$17.16+\$2.25+\$3.00+\$1.00 for 3 hours for a total of 3.75 hours	11-214-100-106-000-060 60% 11-213-100-106-000-060 20% 11-204-100-106-000-060 20%	retroactive to 10/27/25-6/30/26	Transfer
16.	Lori Walenty	Oak Tree	Spec. Ed. Para RR/ICR/LLD	Step 8 Spec. ed.+toileting \$22.09+\$2.25+\$3.00 for 3.25 hours Step 8 Spec. ed. \$22.09+\$2.25 for 3.5 hours for a total of 6.75 hours + \$500 longevity	11-204-100-106-000-060 48% 11-213-100-106-000-060 52%	retroactive to 10/27/25-6/30/26	Transfer
17.	Cindy Ferguson	Oak Tree	Spec. Ed. Para RR/ICR/Aut	Step 8 Spec. ed. +toileting \$22.09+\$2.25+\$3.00 for 1.5 hours Step 8 Spec. ed. \$22.09+\$2.25 for 5.25 hours for a total of 6.75 hours +\$1,250 longevity	11-213-100-106-000-060 77% 11-214-100-106-000-060 23%	retroactive 10/27/25-6/30/26	Transfer

Subject **G. BOARD ACTION (10 MEMBER VOTE)**

Meeting Nov 19, 2025 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA

Category 11. SUPERINTENDENT'S REPORT/RECOMMENDATION

Type Action

In accordance with N.J.S.A. 18A:38-8.1, the Jamesburg Representative is eligible to vote on the items delineated by an asterisk (*) in the Superintendent's Board Action section of the Agenda.

BOARD ACTION (Items A through K)

- A. *It is recommended by the Acting Superintendent of Schools that the Board approve the previously submitted list of requests for Staff Professional Development.
- B. *It is recommended by the Acting Superintendent of Schools that the Board approve the previously submitted list of requests for Field Trips.
- C. *It is recommended by the Acting Superintendent of Schools that the Board approve the previously submitted Student Suspension Report for the month of October 2025.
- D. *It is recommended by the Acting Superintendent of Schools that the Board of Education: (1) affirm the Superintendent's initial determination regarding the Harassment, Intimidation & Bullying complaints set forth below; and (2) direct the Acting Superintendent to provide notice of the Board's aforementioned decision to the parents of all involved students from the October 15, 2025 meeting:

296109

- E. *It is recommended by the Acting Superintendent of Schools that the Board approve the following Policies and Regulations for a first reading:

P & R 2530	Resource Materials (Revised)
P & R 2535	Library Material (M) (New)
P & R 9130	Public Complaints (Revised)

- F. *It is recommended by the Acting Superintendent of Schools that the Board approve the following Policy for a second and final reading:

P 5339.01	Student Sun Protection (New)
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- G. *It is recommended by the Acting Superintendent of Schools that the Board approve the previously submitted agreement between BrainPop and the Monroe Township School District to provide school-wide subscription effective November 30, 2025 through November 29, 2026 for a total cost of \$14,400.00.
- H. *It is recommended by the Acting Superintendent of Schools that the Board approve the previously submitted agreement between Heroes & Cool Kids and the Monroe Township High School to train high school students to present substance abuse prevention programs to fifth and sixth grade students with a focus on youth-oriented themes of Sportsmanship, Bullying, Conflict Resolution and Positive Lifestyle Choices. The fee includes three (3) off-site trainings and three (3) on-site trainings following by three (3) visits to fifth or sixth graders for a total cost of \$5,500.00.

- I. *It is recommended by the Acting Superintendent of Schools that the Board approve the following job description:

Business Office Secretary

- J. *It is recommended by the Acting Superintendent of Schools that the Board approve the following Board Goals for the 2025-2026 school year:

Goal One | Portrait of a Graduate

To support the development and implementation of the district's Portrait of a Graduate initiative, ensuring that it reflects a shared community vision for student success and guides district policies, programs, and partnerships toward cultivating well-rounded, future-ready learners.

Goal Two | Community Partnerships & Advocacy

Strengthen advocacy efforts through active collaboration with parent organizations, civic groups, and local stakeholders to enhance outreach and mobilize community support for legislation that benefits the district and its students.

Goal Three | Policy Review & Alignment

Review and update district policies as needed, following the results of a Monroe Township School District policy *Wellness Check*.

Goal Four | Fiscal & Capital Support for Full-Day Kindergarten

Support the fiscal planning and capital improvements necessary to implement and sustain a high-quality full-day kindergarten program across the Monroe Township School District.

- K. *It is recommended by the Acting Superintendent of Schools that the Board approve Dr. Thomas McCauley to provide a workshop to the MTHS Symphonic Band on February 25, 2026 for a cost of \$500.00.

File Attachments

[Policies and Regulations for a first reading.pdf \(753 KB\)](#)

[Policy for a second and final reading.pdf \(148 KB\)](#)

[Professional Development.pdf \(963 KB\)](#)

Subject	H. BOARD ACTION (9 MEMBER VOTE)
Meeting	Nov 19, 2025 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA
Category	11. SUPERINTENDENT'S REPORT/RECOMMENDATION
Type	Action

In accordance with N.J.S.A. 18A:38-8.1, the Jamesburg Representative is eligible to vote on the items delineated by an asterisk (*) in the Superintendent's Board Action section of the Agenda.

BOARD ACTION (Items L through Q)

L. It is recommended by the Acting Superintendent of Schools that the Board approve the previously submitted list of requests for Staff Professional Development.

M. It is recommended by the Acting Superintendent of Schools that the Board approve the previously submitted list of requests for Field Trips.

N. It is recommended by the Acting Superintendent of Schools that the Board approve the previously submitted Student Suspension Report for the month of October 2025.

O. It is recommended by the Acting Superintendent of Schools that the Board approve the previously submitted agreement between Wellspring Center for Prevention and the Monroe Township Middle School to provide a presentation to middle school students titled Social Media Presentation: A Minute in their Virtual World - Understanding your Digital Footprint on December 19, 2025 for a cost of \$300.00.

P. It is recommended by the Acting Superintendent of Schools that the Board approve the previously submitted agreement between The Story Ship and Oak Tree School to provide two shows titled Diggery's Dino Adventure effective April 23, 2026 for a cost of \$1,495.00.

Q. It is recommended by the Acting Superintendent of Schools that the Board approve the following out-of-district placement for the 2025-2026 school year:

Student No.	School	Start Date	Tuition
94084	New Roads School (Parlin)	11/17/2025	\$495.00 per diem

File Attachments

[K-8 Professional Development.pdf \(479 KB\)](#)

12. BUSINESS ADMINISTRATOR'S REPORT/RECOMMENDATIONS

Subject	A. BOARD ACTION (10 MEMBER VOTE)
Meeting	Nov 19, 2025 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA
Category	12. BUSINESS ADMINISTRATOR'S REPORT/RECOMMENDATIONS
Type	Action

In accordance with N.J.S.A. 18A:38-8.1, the Jamesburg Representative is eligible to vote on the items delineated by an asterisk (*) in the Business Administrator's Board Action section of the Agenda.

BOARD ACTION (Items A through K)

A. *PROFESSIONAL APPOINTMENTS:

- It is recommended that members of the Monroe Township Board of Education approve **Alyssa Weinstein, Esq.** of the firm **Busch Law Group** to handle a special education matter (25EO00433AB). The Board will be responsible for fees up to a \$10,000.00 deductible each, at which time any remaining fees will be covered by the District's insurance carrier up to the policy limit.
- It is recommended that members of the Monroe Township Board of Education approve **Out of Sight Teaching, LLC**, 150 Thatcher Road, Frenchtown, NJ 08825, to provide student related services at the rates listed in the previously submitted proposal for the 2025/26 school year.
- It is recommended that the members of the Monroe Township Board of Education approve **Christian Rodriguez** as an Accompanist for rehearsals and performances for the MTHS Winter Concert for a total fee of \$200.00.
- It is recommended that the members of the Monroe Township Board of Education approve **Sungryung Kim** as an Accompanist for rehearsals and performances for the MTHS Winter Concert for a total fee of \$200.00.
- It is recommended that members of the Monroe Township Board of Education approve payment of a fee up to \$4,000 for neuropsychological evaluations for independent evaluations. Special education law permits a parent to request an independent educational evaluation (IEE) for their child if there is disagreement with any evaluation provided by the Board of Education.

B. *BILL LIST

It is recommended that the bills totaling \$914,988.34 and the addendum totaling \$13,580,187.35 be ratified by the Board. The bills have been reviewed and certified by the Chairperson of the Finance Committee and Business Administrator.

C. *TRANSFER #3

It is recommended that members of the Monroe Township Board of Education approve Transfer #3 for Fiscal Year 2025/26 as previously submitted.

D. *SECRETARY'S FINANCIAL & CASH REPORT

In accordance with N.J.A.C. 6A:23-2-11(c) 4, Be It Resolved that the Board of Education hereby certifies that it is in receipt of the Financial Reports for September 2025, which indicates that no major accounts or funds have been over expended and that sufficient funds are available to meet the district's financial obligations for the fiscal year in accordance with N.J.A.C. 6A:23-2.11(b). In accordance with N.J.A.C. 6A:23-2.11(c) 3, Be It Further Resolved that the Business Administrator certifies that the September 2025 Secretary's Report indicates that no line item account has encumbrances and expenditures which in total exceed the line item appropriation in accordance with N.J.A.C. 6A:23-2.11(a).

E. *It is recommended that the Monroe Township Board of Education approve the previously submitted proposed rate sheet from **WEX** (formerly Discovery Benefits) to provide employee benefit services during the period of January 1, 2026 through January 1, 2029. The Board President and the Business Administrator are hereby authorized and directed to take all necessary steps to implement this action by the Board.

F. *REVISED BOARD OF EDUCATION MEETING DATES

Be It Resolved that the regular meetings of the Board of Education of the Township of Monroe shall be held as per the previously submitted revised schedule, at which time formal action may be taken.

G. *RESOLUTION TO TERMINATE ALL PARTICIPATION UNDER THE SHBP AND SEHBP (including prescription drug plan and/or dental plan coverage).

BE IT RESOLVED:

1. The Monroe Township Board of Education - 071500 hereby resolves to terminate its participation in the Program (Medical Plan, Prescription Drug Plan, and/or Dental Plan coverage) thereby canceling coverage provided by the SHBP and/or SEHBP (N.J.S.A. 52:14-17.25 et seq.) for all its active and retired employees.
2. We shall notify all active employees of the date of their termination of coverage under the Program.
3. We understand that the New Jersey Division of Pensions & Benefits (NJDPB) will notify retired employees of the cancellation of their coverage.
4. We understand that all COBRA participants will be notified by the NJDPB and advised to contact our office concerning a possible alternative health, prescription drug, and dental insurance plan.
5. We understand that this resolution shall take effect the first of the month following a 60-day period beginning with the receipt of the resolution by the State Health Benefits Commission or School Employees' Health Benefits Commission.

H. *DISPOSAL OF SURPLUS PROPERTY

WHEREAS, the Monroe Township Board of Education is the owner of certain surplus property which is no longer needed for public use; and

WHEREAS, the Board of Education is desirous of selling said surplus property in an "as is" condition without express or implied warranties.

NOW, THEREFORE, BE IT RESOLVED that the Board of Education hereby approves the sale of property no longer usable for school purposes as follows:

- a. The sale of the surplus property shall be conducted through . The terms and conditions of the agreement entered into with **Municibid** are available online at municibid.com and are also available in the office of the Monroe Township Board of Education Business Administrator/Board Secretary.
- b. The sale will be conducted online, and the address of the auction site is municibid.com.
- c. The sale is being conducted pursuant to Local Finance Notice 2008-09.
- d. The surplus property to be sold includes the items listed below:

Hobart Buffalo Chopper (Model 84186)
 Hobart 20 Qt. Mixer (Model # HL 120)
 Hobart 60 Qt. Mixer (Model #HL 662))
 Dough Press (model # DP1100)

- e. The surplus properties as identified shall be sold in an "as is" condition without express or implied warranties with the successful bidder required to execute a Hold Harmless and Indemnification Agreement concerning use of said surplus property.
- f. The Monroe Township Board of Education reserves the right to accept or reject any bid submitted.

I. *ICE RENTAL

It is recommended that members of the Monroe Township Board of Education approve **Jersey Shore Arena** to provide ice rental time for the 2025/2026 school year at the rates stated in the previously submitted proposal.

J. *APEX SWIM CLUB RENTAL AGREEMENT

It is recommended that members of the Monroe Township Board of Education approve the previously submitted Agreement for pool rental time between **Apex Swim Club, LLC** and the Monroe Township Board of Education for the period of November 17, 2025 through February 14, 2026.

K. *BID AWARD/HVAC COMPRESSOR REPLACEMENT

WHEREAS the Monroe Township Board of Education ("Board") advertised for bids for HVAC Compressor Replacement at Monroe Township High School Project ("Project"); and

WHEREAS the lowest responsible bid for the Project was submitted by KCG Energy Management with a lump sum base bid in the amount of Nineteen Thousand, Nine Hundred Dollars and Seventy-One cents (\$19,900.71), which is responsive in all materials respects; and

WHEREAS the Board desires to award the contract for the Project to KCG Energy Management.

NOW THEREFORE BE IT RESOLVED that the Board hereby awards the contract for HVAC Compressor Replacement at Monroe Township High School Project to KCG Energy Management in a total contract amount of Nineteen Thousand, Nine Hundred Dollars and Seventy-One cents (\$19,900.71)

BE IT FURTHER RESOLVED THAT this award is expressly conditioned upon KCG Energy Management furnishing any requisite documentation as required in the bid specifications and as requested by the Board, within ten (10) days of the date hereof.

BE IT FURTHER RESOLVED that the Board President, Board Secretary, Board Attorney, and Director of Facilities are hereby authorized to prepare and/or execute such agreement and any other documents necessary to effectuate the terms of this Resolution.

File Attachments

[Revised BOE Mtg Dates 11.20.24 - 01.05.26.pdf \(114 KB\)](#)

[Apex.pdf \(138 KB\)](#)

[Out of Sight Teaching LLC.pdf \(409 KB\)](#)

[11-19-25 BILL LIST.pdf \(548 KB\)](#)

[Jersey Shore Arena 25.26.pdf \(33 KB\)](#)

[HVAC Compressor Replacement Bid Tabulation.pdf \(115 KB\)](#)

[Financials.pdf \(2,699 KB\)](#)
[ADDENDUM BILL LIST.pdf \(602 KB\)](#)

Subject	B. BOARD ACTION (9 MEMBER VOTE)
Meeting	Nov 19, 2025 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA
Category	12. BUSINESS ADMINISTRATOR'S REPORT/RECOMMENDATIONS
Type	Action

In accordance with N.J.S.A. 18A:38-8.1, the Jamesburg Representative is eligible to vote on the items delineated by an asterisk (*) in the Business Administrator's Board Action section of the Agenda.

BOARD ACTION (Items L through M)

L. PROFESSIONAL APPOINTMENTS:

1. It is recommended that the members of the Monroe Township Board of Education approve **Brian Blackburn** as an Accompanist for rehearsals and performances for the Brookside Elementary School Winter Concert for a total fee of \$150.00.
2. It is recommended that the members of the Monroe Township Board of Education approve **Joseph Lesky III** as an Accompanist for rehearsals and performances for the 6th Grade Play for a total fee of \$500.00.

3. It is recommended that the members of the Monroe Township Board of Education approve **Julianne Caudle** as an Accompanist for rehearsals and performances for the following events:

Clearview Tree Lighting Concert	\$200.00
MTMS 6th Grade and 6th & 7th Grade Rehearsal	\$100.00
MTMS Winter Concert	\$200.00
Chamber Singers Mall Concert	\$200.00

M. GRANT ACCEPTANCE

It is recommended that members of the Monroe Township Board of Education acknowledge and accept **Unified Champion Schools Grant** for the 2025/26 school year from the Special Olympics of New Jersey for Oak Tree Elementary School in the amount of \$500.00.

13. BOARD PRESIDENT'S REPORT

14. OTHER BOARD OF EDUCATION BUSINESS

15. PUBLIC FORUM

Subject	A. PUBLIC FORUM (See Note 3)
Meeting	Nov 19, 2025 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA
Category	15. PUBLIC FORUM
Type	Information

See Note 3.

16. CLOSED SESSION RESOLUTION IF NEEDED

17. PUBLIC FORUM - CLOSED SESSION ITEMS ONLY

Subject	A. PUBLIC FORUM (See Note 3)
Meeting	Nov 19, 2025 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA
Category	17. PUBLIC FORUM - CLOSED SESSION ITEMS ONLY
Type	Information

See Note 3.

18. NEXT SCHEDULED BOARD OF EDUCATION MEETING DECEMBER 10, 2025

Subject	A. NEXT SCHEDULED BOARD OF EDUCATION MEETING
Meeting	Nov 19, 2025 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA
Category	18. NEXT SCHEDULED BOARD OF EDUCATION MEETING DECEMBER 10, 2025
Type	

The next Board of Education Meeting is scheduled for December 10, 2025 6:15 p.m.

19. ADJOURNMENT

Subject	A. NOTES
Meeting	Nov 19, 2025 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA
Category	19. ADJOURNMENT
Type	Action

NOTES

Note 1: Any member of the public may record the proceedings of a public meeting of the Board in a manner that does not interrupt the proceedings, inhibit the conduct of the meeting, or distract Board Members or other observers present at the meeting.

The Board will permit the use of tape recorders, still or movie cameras, or videotape cameras only when notice of such intended use has been given to the Board Secretary one day in advance of the meeting. Any video recording device must be located and operated from inconspicuous locations in the meeting room as determined by the presiding officer of the meeting. The presiding officer may also limit the number of video recording devices if he/she determines the number and position of the video recording devices will be an unnecessary intrusion to the meeting. In this event, preference will be given based on the order in which prior notice requesting to record the meeting was provided to the Board Secretary.

The presiding officer shall determine when any recording device interferes with the conduct of a Board meeting and may order that an interfering device be removed.

Note 2: The Jamesburg Representative shall be eligible to vote on only those matters specifically designated in N.J.S.A 18A:38-8.1, as follows:

1. Tuition to be charged the sending district by the receiving district and the bill lists or contracts for the purchase, operation or maintenance of facilities, equipment and instructional materials to be used in the education of the pupils of the sending district.
2. New capital construction to be utilized by sending district pupils.
3. Appointment, transfer or removal of teaching staff members providing services to pupils of the sending district, including any teaching staff member who is a member of the receiving district's central administrative staff.
4. Addition or deletion of curricular and extracurricular programs involving pupils of the sending district.

5. Any matter directly involving sending district students or programs and services used by them.
6. The annual receiving district budget.
7. Any collectively-negotiated agreement involving employees who provide services used by sending district students.
8. Any individual employee contracts not covered by a collectively-negotiated agreement, if those employees provide or oversee programs or services utilized by sending district students.
9. Any matter concerning governance of the receiving district board of education, including, but not limited to, the selection of board president and vice-president, approval of board bylaws, and the employment of professionals or consultants such as attorneys, architects, engineers, or others who provide services to the receiving district board of education.

In accordance with N.J.S.A. 18A:38-8.1, the Jamesburg Representative is eligible to vote on the items delineated by an asterisk (*) in the Superintendent's and Business Administrator/Board Secretary's Board Action section of the Agenda.

Note 3: Public discussion is confined to this portion of the Agenda unless permission is granted by the Board President prior to the start of the meeting or when the Board is considering a Special Agenda Item that the Board deems appropriate for public participation. Anyone wishing to address the Board is requested to stand and state his/her name and municipality.