**WATERFORD TOWNSHIP BOARD OF EDUCATION**

**NOTICE OF MEETING:** **REGULAR BOARD MEETING – January 21, 2026**
**WATERFORD ELEMENTARY SCHOOL**
**Regular Meeting – 6:30 p.m.**

**I.** ***MEETING CALLED TO ORDER*** _____

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

**A.** ***ROLL CALL***

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

**C.** ***MOTION TO APPROVE THE RESOLUTION AUTHORIZING CLOSED*** **SESSION**

***D.*** ***MOTION TO APPROVE THE RETURN TO OPEN SESSION*** _____ _____ _____

**E.** ***FLAG SALUTE***

**F.** ***MISSION STATEMENT-*** *Michael McClintock*

***G.*** ***STATEMENT TO THE PUBLIC***

Often times it appears to the members of our audience that the Board of Education takes action with very little comment, and in many cases a unanimous vote. Before a matter is placed on an agenda for a public meeting, the administration have thoroughly reviewed the matter with the Superintendent of Schools. If the Superintendent of Schools is satisfied that the matter is ready to be presented to the Board of Education, it is then referred to the appropriate Board Committee. The members of the Board Committee work with the administration and Superintendent to assure that the members fully understand this matter. When the committee is satisfied with the matter, it is presented to the Board of Education for discussion before any final action is taken. Only then, it is placed on the agenda for action at the public meeting.

***THE BOARD OF EDUCATION HAS DISCUSSED SUBJECTS IN CLOSED SESSION WHICH WILL BE DISCLOSED TO THE PUBLIC WHEN ACTION IS TAKEN BY THE BOARD, IF ANY, OR AT A PUBLIC SESSION AT SOME LATER DATE.***

***THE BOARD PRESIDENT REQUESTS THAT ALL CELL PHONES BE TURNED OFF OR PLACED ON VIBRATE DURING THE BOARD MEETING – THANK YOU.***

***MINUTES, POLICY BOOK AND ATTACHMENTS ARE AVAILABLE AT THE SCHOOL DISTRICT WEBSITE, WTSD.ORG***

***FIRE EXITS ARE LOCATED IN THE FRONT AND REAR OF THE ROOM.***

*The public is reminded that they should attempt to resolve problems and/or complaints through initial contact with the appropriate administrator or staff member. Such matters should only be brought to the Board after all avenues within the chain of command have been exhausted.*

**WATERFORD TOWNSHIP BOARD OF EDUCATION**
**January 21, 2026**

**II. COMMITTEE REPORTS**
- **A. EDUCATION**
- **B. PERSONNEL**
- **C. BUSINESS**

**III. PRESENTATIONS**
- **A. Code of Ethics-** *Howard Long*

**IV. COMMENTS FROM THE PUBLIC ON AGENDA ITEMS ONLY**
- **A.** Motion to open the meeting to the Public
- **B.** Motion to close the meeting to the Public

**V. MINUTES** – Approve the minutes for the following meetings as submitted by the School Business Administrator/Board Secretary:
- **A.** Board Meeting December 17, 2025
- **B.** Closed Session December 17, 2025
- **C.** Reorganization Meeting January 5, 2026

**VI. SUPERINTENDENT'S REPORT – *Dr. Michael Nolan***

**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 | 12/01/25 | 9:10 AM | 37 Degrees, cloudy | Fire | 422 | 62 |
| WES | 12/02/25 | 14:45 | N/A | Active Shooter | 431 | 63 |
| Atco | 12.03.2025 | 10:14 AM | N/A | Active Shooter | 226 | 35 |
| Atco | 12.18.2025 | 11:20 AM | 44 degrees , sunny | Fire | 230 | 44 |
| TR | 12.10.2025 | 11:07 AM | 44 degrees, overcast | Fire | 245 | 64 |
| TR | 12.17.2025 | 10:03 AM | N/A | Lockdown | 246 | 64 |

**B. <u>Enrollment:</u>**

| Grade | 2024-2025 # of Students | 2025-2026 # of Students |
|---|---|---|
| PK (3 yr. old) | 79 | 69 |
| PK (4 yr. old) | 72 | 104 |
| PK (5 yr. old) | 1 | 2 |
| **Sub Total:** | **152** | **175** |
| K | 108 | 85 |
| 1st | 110 | 123 |
| 2nd | 109 | 121 |
| 3rd | 97 | 116 |
| 4th | 110 | 102 |
| 5th | 117 | 113 |
| 6th | 113 | 128 |
| **Sub Total:** | **764** | **788** |
| **Total:** | **916** | **963** |

**C. Suspension Report:**

| Suspension: | TR | Atco | WES |
|---|---|---|---|
| **In School Suspension** | 0 | 0 | 0 |
| **Out of School Suspension** | 0 | 0 | 6 |

## VIII. SUPERINTENDENT'S RECOMMENDATIONS

*Upon the recommendation of the Superintendent:*

### A. EDUCATION –*Ehren O'Donnell/ Barbara Libak Fanz /Jason Galante*

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

**2. Title I Summer Learning Academy Program 2025-2026:**
Approve Title I Summer Learning Academy Program for the 2025-2026 school year to support students in English Language Arts and Mathematics as follows:

| Grades | Dates | Hours | Location |
|---|---|---|---|
| PK, K & 1 | 7/6/26-7/30/26 (M,T,W,Th) | 9:20am-12:20pm | TR |
| 2, 3, 4 & 5 | 7/6/26-7/30/26 (M,T,W,Th) | 8:40am-11:40am | WES |

**3. Special Education Extended School Year 2025-2026:**
Approve Extended School Year for the 2025-2026 school year as follows:

| Grades | Dates | Hours | Location |
|---|---|---|---|
| PK, K & 1 | 7/6/26-7/30/26 (M,T,W,Th) | 9:20am-12:20pm | TR |
| 2, 3, 4 & 5 | 7/6/26-7/30/26 (M,T,W,Th) | 8:40am-11:40am | WES |

**4. Field Trips for the 2025-2026 School Year:**
Approve the following field trips for the 2025-2026 school year:

| Location | Date | Grade | Staff | Total Adults/Students | Cost PP | Total |
|---|---|---|---|---|---|---|
| Johnson's Farm | 5/21/26 | PK | PK Staff | 95/206<br>*31 adults riding bus | $16 | Admission: $4320<br>Transportation: $1360 |
| Philadelphia Zoo | 5/6/26 | 1 | Grade 1 Staff, Hall, Kondas | 47/130 | $15 | Admission: $2460<br>Transportation: $1716 |
| Franklin Institute | 4/23/26 | 3 | Grade 3 Staff | 17/115 | Students: $14<br>Adults: $17 | Admission: $1899<br>Transportation: $1170 |
| Citizens Bank Park | 2/9/26 | 4 | Grade 4 Staff | 20/105 | $5 | Admission: $625<br>Transportation: $882 |
| Lincoln Financial Field | 4/9/26 | 5 | Grade 5 Staff, Ravenkamp | 18/114 | Students: $20<br>Adults: $30.67 | Admission: $2832.06<br>Transportation: $1245 |
| Six Flags Great Adventure | 6/2/26 | 6 | Grade 6 Staff | 29/125 | $57.99 | Admission: $8898.40<br>Transportation: $2600 |
| Leadership Academy to HMS | 2/4/26 | 6 | Leadership Staff | 50 | N/A | Transportation: $153.30 |
| Leadership Academy to Atco & TR | 3/13/26 | 6 | Leadership Staff | 50 | N/A | Transportation: $200 |
| Team Up Day @ HMS | 6/3/26 | 6 | Grade 6 Staff | 15/130 | N/A | Transportation: TBD |

5. **Approve the following policy for the first reading:**
   n/a
6. **Approve the following policy for the second reading:**
   a. Policy # 5117- Interdistrict Public School Choice
7. **Acknowledge receipt of the following regulations:**
   n/a

**B. PERSONNEL – *Michael McClintock/Ben De Vuyst/Roe Hunter***
*Upon the recommendation of the Superintendent:*

1. **Lateral Moves – Certified Staff Members:**
   Approve the lateral move request for the following Certified Staff member on the salary guide Effective 2.01.26:

| Name | Credential (from) | Credential (to) | Step (from) | Step (to) | Salary (from) | Salary (to) |
|---|---|---|---|---|---|---|
| Chance, Patricia | MA | MA + 15 | 13 | 13 | $94,817 | $96,092 |
| Michelini, Candice | MA | MA + 15 | 12 | 12 | $85,552 | $86,827 |

2. **Lateral Move – Support Staff:**
   Approve the lateral move request for the following Support Staff member on the salary guide Effective 2.01.26:

| Name | Position (from) | Position (to) | Step (from) | Step (To) | Hrly Rate (from) | Hrly Rate (to) |
|---|---|---|---|---|---|---|
| Kelton, Emma | Paraprofessional | Paraprofessional (Highly-Qualified) | 1 | 1 | $16.95 | 18.25 |

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

| Name | Location | Position | UPC | Effective Date |
|---|---|---|---|---|
| Buonadonna, Gina | Atco | Paraprofessional | 20-40-EX / ASX | 2.18.26 |
| Marzili, Christy | Atco | Paraprofessional (MD Classroom) | 20-40-EX / AOB | 1.19.26 |

4. **Appointment of Certified Staff for the 2025-2026 School Year:**
   Approve the following Certified Staff member(s) for the 2025-2026 school year, pending receipt of the required documentation:

| Name | Assignment | Loc | From | To | Step | Salary | UPC | FTE |
|---|---|---|---|---|---|---|---|---|
| Poulton, Paige | Teacher (ICR – Grade 3) | WES | 12.18.25 | 6.30.25 | 6 BA | $63,625 | 30-50-S2 / BDG | 1.0 |

5. **Rescind Position Change of Support Staff Member:**
   Approve to rescind the position change approved at the 12.17.25 Board of Education meeting for the following Support Staff member:

| Name | Curr Pos. | Curr UPC | Curr Loc | Curr Step | Curr Rate/ Hr | Curr Hrs /Day | Curr Days/ Yr | New Pos. | New UPC | New Loc | New Step | New Rate /Hr | New Hrs /Day | New Days/ Yr | Eff. Date |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Wyld, B. | Parapro | 20-40-EX / BDK | Atco | 1 | 18.88 | 4 | 185 | Parapro | 20-50-EX / BCY | WES | 1 | 18.88 | 6 | 185 | 1.02.26 |

**6. Transfer of Support Staff Members for the 2025-2026 School Year:**
Approve the transfer of the following Support Staff member(s) for the 2025-2026 school year.

| Name | Current Location | Current Assignment | Current UPC | New Location | New Assignment | New UPC | Effective Date |
|---|---|---|---|---|---|---|---|
| Erasmus, S. | Atco | Paraprofessional (MD Room) | 20-40-EX / BBM | Atco | Paraprofessional (Gr. 1 –ICR) | 20-40-EX / AXW | 1.12.26 |
| Marzili, C. | Atco | Paraprofessional (BD Room) | 20-40-EX / AOB | Atco | Perm Parapro | 23-80-PP . BAQ | 1.12.26 |

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

| Staff Member | Dates | Classification |
|---|---|---|
| 5011 | 3.30.26 – 6.30.26<br>TBD* -- 10.02.26<br>*Students first day of school | **PTO / FMLA / NJFLA**<br>NJFLA |

**8. 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) |
|---|---|---|---|
| Atkins, Linda | Paraprofessional | $18.75 / hr | $20.63 / hr |
| Bober, Tracey | Teacher | $143.44 / day | $157.79 / day |

**9. Appointment of Homebound Instructors for the 2025-2026 School Year:**
Approve the following Certified Staff members to provide home instruction to students on an as-needed basis for the remainder of the 2025-2026 school year:

| Name | Hourly Rate | Number of Hours |
|---|---|---|
| Devine, Barbara | 55.00 | Based on student need |

**10. Appointment of Certified Staff for the 2025-2026 School Year:**
Approve the following staff member for the position listed below:

| Name | Assignment | From | To | Step | Salary | FTE |
|---|---|---|---|---|---|---|
| McKinney, Mackenzie | Teacher (PreK – Gr. 3 / BD ) | 3.13.26 | 6.30.26 | 2 | $61,225 | 1.0 |

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

**12. Approve the following policy for the second reading:**
a. Policy # 1620- Administrative Employment Contracts
b. Policy # 1648.15- Recordkeeping for Healthcare Settings in School Buildings-Covid 19-ABOLISH

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

**C. BUSINESS –*Tom Leach/Jason Galante/Stephen Umosella***
*Upon the recommendation of the Superintendent:*

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

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

**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 November 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 November 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- $ 2,010,905.99
- Bills List #2- $ 24,054.16
- Bills List #3- $ 52,243.38
- Bills List #4- $ 750.00
- Nutri-Serve- $ 40,291.32

**5. Contracts:**

**6. Tuition Contracts:**

**7. Grants:**

| Grantor | School | Amount | Staff Member | Purpose | Attachment |
|---|---|---|---|---|---|
| H&SA | WES | $202.58 | Borman | Metal Locking Cabinet | N/A |
| H&SA | Atco | $1716 | Kondas | Busing Grade 1 Field Trip | N/A |

**8. Transportation:**

a. Motion to approve the following transportation contract, on file with the School Business Administrator/Board Secretary, in accordance with the McKinney-Vento Act:

1. A.V., L.V., and M.V. of $357.95 per diem effective 1/5/26-4/15/26 (67 days $23,982.65). Transportation from Bellmawr, NJ to Waterford/Hammonton Schools.

**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 # |
|---|---|---|---|---|---|---|
| Kin-Leavey, S. | 12/11/2025 | 03/27/2026 | West Windsor, NJ | NJPBSIS Leadership Forum 2026 | Free | N/A |
| Kondas, H. | 12/19/2025 | 03/27/2026 | West Windsor, NJ | NJPBSIS Leadership Forum 2026 | Free | N/A |
| Holwell, G. | 12/19/2025 | 03/27/2026 | West Windsor, NJ | NJPBSIS Leadership Forum 2026 | Free | N/A |
| Biggs, M. | 1/13/2026 | 4/23/2026 | West Windsor, NJ | NJPIEP Preschool Inclusion Leadership Conference | $45.00 | 20-218-200-580-58-02-060 |

**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 |
|---|---|---|---|---|
| Boy Scouts of America -Cub Scouts | Atco Teachers' Lounge & All Purpose Room | 6:30PM - 8:00PM<br>**2026 Dates**<br>1/26, 2/2, 2/9, 2/23, 3/2, 3/9, 3/16, 3/23, 3/30, 4/13, 4/20, 4/27, 5/4, 5/11, 5/18, 6/1 | Meeting | $0 |

**11. Business-Related Policies:**

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

b. **Approve the following policies for the second reading:**
1. Policy #6111- Special Education Medicaid Initiative (SEMI) Program
2. Policy #6220- Budget Preparation

c. **Acknowledge receipt of the following regulations:**
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 :**
a. Policy #0143- Board Member Election and Appointment
b. Policy #0177- Professional Services
c. Policy #0174- Legal Services
d. Policy #0173- Duties of Public School Accountant

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

**VIII. REPORTS**

**a. Legislation-** Tom Leach/Roe Hunter
**b. Camden County School Boards Association-** Ehren O'Donnell/ Barbara Libak-Fanz
**c. New Jersey School Boards Association-** Michael McClintock/Stephan Umosella
**d. Camden County Educational Services Commission-** Ben De Vuyst/Jason Galante
**e. Hammonton-**Roe Hunter
**f. Board President's Report-** Matthew DeNafo

**IX. BOARD OF EDUCATION BUSINESS**

- **A. OLD BUSINESS**
- **B. NEW BUSINESS**

**X. COMMENTS FROM MEMBERS OF THE PUBLIC ON GENERAL TOPICS**

- **A.** Motion to open the meeting to the Public
- **B.** Motion to close the meeting to the Public

**XI. MEETING ADJOURNMENT _____**