

JEFFERSON TOWNSHIP BOARD OF EDUCATION
Regular Meeting Minutes
Monday, December 15, 2025 6:00 PM (Closed Session) 7:30 PM Regular Session
Jefferson Township High School Media Center

District Vision Statement

The district will be a leader in academic excellence while developing healthy, well-rounded, resourceful students who are positive, contributing members of local and global communities.

A. Mrs. Poulas, called the meeting to order at 7:30 PM, and read the Open Meeting Statement, below:

In accordance with the Open Meeting Law, the Jefferson Township Board of Education has caused notice of this meeting to be published by having the date, time and place thereof, posted in the Jefferson Township Municipal Building, with copies of such notice delivered or mailed or electronically mailed to the following:

DAILY RECORD, NJ HERALD and posted on the
Jefferson Township Board of Education website (www.Jefftp.org);

and a copy of said notice delivered to the Municipal Clerk of the Township of Jefferson and the Jefferson Township Library.

B. Pledge of Allegiance

C. **ROLL CALL:**

<u>Aye</u> Mr. Brown	<u>Aye</u> Mr. Natale	<u>Absent</u> Mr. Stewart
<u>Aye</u> Mrs. Grater	<u>Aye</u> Mrs. Perez	<u>Aye</u> Mrs. Wildermuth, <i>Vice President</i>
<u>Aye</u> Mrs. Mallimo-Orna	<u>Aye</u> Mrs. Small	<u>Aye</u> Mrs. Poulas, <i>President</i>
<u>Aye</u> London Castle, Student Representative		
<u>Aye</u> Victor Koziol, Student Representative		

D. **CLOSED SESSION**

Motion by Mr. Brown, seconded by Mrs. Mallimo-Orna, that the Board of Education adopt the following resolution:

<u>Aye</u> Mr. Brown	<u>Aye</u> Mr. Natale	<u>Absent</u> Mr. Stewart
<u>Aye</u> Mrs. Grater	<u>Aye</u> Mrs. Perez*	<u>Aye</u> Mrs. Wildermuth*, <i>Vice President</i>
<u>Aye</u> Mrs. Mallimo-Orna	<u>Aye</u> Mrs. Small*	<u>Aye</u> Mrs. Poulas, <i>President</i>

*Mrs. Small arrived at 6:12pm.

*Mrs. Perez arrived at 6:22pm.

*Mrs. Wildermuth arrived at 6:15pm.

BE IT RESOLVED, by the Jefferson Township Board of Education on this 15th day of December, 2025 at 6:03 PM, as follows:

1. The Board shall recess to closed session in accordance with the Open Public Meetings Law, N.J.S.A. 10:4-12b (1), (2), (6), (7) and (8). The general nature of the discussion will involve matters confidential by law, any investigations or tactics or techniques to protect persons or litigation, anticipated litigation and attorney-client matters.

2. These matters will be disclosed to the public as soon as the need for confidentiality no longer applies.
3. This resolution shall take effect immediately.

Motion to close Executive Session by Mr. Brown, seconded by Mrs. Grater, that the meeting is called to public session at 6:57 PM.

<u>Aye</u> Mr. Brown	<u>Aye</u> Mr. Natale	<u>Absent</u> Mr. Stewart
<u>Aye</u> Mrs. Grater	<u>Aye</u> Mrs. Perez	<u>Aye</u> Mrs. Wildermuth, <i>Vice President</i>
<u>Aye</u> Mrs. Mallimo-Orna	<u>Aye</u> Mrs. Small	<u>Aye</u> Mrs. Poulas, <i>President</i>

E. CERTIFIED ELECTION RESULTS Three-Year Terms – January 1, 2026 – December 31, 2028 (3 seats)

<u>Name</u>	<u>Votes</u>
Camacho, Alberto	3,411
Grater, Jaime	2,739
Ruggiero, Kristin	3,900
Seugling, Christine	2,949
Wildermuth, Adele	2,887

Mrs. Poulas congratulated the top three (3) candidates and thanked Mrs. Grater, Mr. Stewart, and Mrs. Wildermuth for their service.

F. SUPERINTENDENT’S REPORT

- Mrs. Howe provided this month’s Good News and Progress Report.

G. PRESENTATIONS

- Mrs. Sharon Thomas, JTIS Teacher, and Dr. Maria Dunbar, Supervisor of Instructional Technology, Media, Business, Fine Arts, and Business and Finance Academy provided the JTPS Strategic Plan Update.
- Ms. Juceyka Figueroa, Director of Special Services, Mrs. Nicole Jahn, JTHS Transition Coordinator, and Ms. Amy Pearce, JTHS Structured Learning Experiences presented the JTHS STEP Program and detailed the program’s attributes.
- Mrs. Jeanne Howe, Superintendent of Schools, Mrs. Stacey Poulas, President, Jefferson Township Board of Education, and Building Principals presented and acknowledged the Educator and Educational Services Professionals of the Year.
- Dr. Roger Jinks, Jr., Assistant Superintendent of Schools introduced the 26-27SY JTHS Multimedia, Broadcasting & Journalism Academy Accepted Students.
- Mrs. Rita Oroho Giacchi, School Business Administrator and Mrs. Jeanne Howe, Superintendent of Schools provided an overview of the challenges facing the district regarding the 2026-2027 Budget.

H. COMMENTS FROM THE AUDIENCE (on agenda action items only, if applicable)

- An audience member suggested charging more for pay-to-play activities and looking for a new insurance broker. They also remarked about the number of residents “aging in place” in the township.
- An audience member inquired if the administration has tried to partner with other districts.

- An audience member noted the township has been ordered to do a reevaluation of property taxes and inquired about the district’s thought process about also raising taxes.
- An audience member inquired what the district would do in the event students decide to go out of district as a result of the activities and sports being cut.

Mrs. Howe responded providing clarification on the process of working with other districts and that the Board is aware the cuts will likely affect enrollment.

I. STUDENT REPRESENTATIVES

- Student Representative London Castle reported on the performances of *Arsenic & Old Lace* and the *Ye Ole English Feast*, as well as the FBLA collection for hygiene products for NourishNJ, Falcon Spirit Club’s ongoing Holiday Challenge, Christmas in the Village and the Winter Stroll at Camp Jefferson.
- Student Representative Victor Koziol reported on upcoming events such as FBLA hosting a holiday party, the school holiday assembly, and Jingle Jam noting that the boys’ varsity basketball team will play against Hopatcong.

J. COMMITTEE REPORTS

- **Education Committee** - Mrs. Small reported the Committee met on December 1, 2025 and discussed in depth the 4th and 5th grade instrumental lessons at JTIS. The Committee also reviewed revised curriculum, which was recommended for approval, as well as day and overnight field trips.
- **Policy & Personnel Committee** - Mr. Natale reported the Committee met on December 1, 2025 and discussed open positions in district, personnel issues, substitute coverage at JTHS, substitute bus driver rate, supervisor vacancy, and EDP’s.
- **Building Needs and Finance Committee** - Mrs. Wildermuth advised the Committee met on December 1, 2025 and discussed transportation tier costs, copier lease, audit report issuance update, health benefits open enrollment update, and the 2026-2027 budget scenario and projections.
Mrs. Grater inquired about changing the busing for 6th graders and about reaching out to the community about how the first year of tiered bussing went and advised it is a good time to reflect on what changes worked and what needs to be improved upon.
- ❖ New Jersey School Board Association - Mr. Brown reported there was a new President and Vice President of NJSBA and three (3) resolutions were presented at the meeting, including a motion on universal, free lunch, which passed with a 75/25%vote. The other two motions were tabled. Mr. Natale provided an update on discussion at the recent legislature committee meeting, including pension tier legislation, PILOTS, and cell phone bans.
- ❖ Educational Services Commission - Mrs. Small noted the Committee is still looking for a space for students.

K. MINUTES OF MEETINGS

Motion by Mr. Brown, seconded by Mrs. Grater, that the Executive Session Meeting (1) minutes of the November 17, 2025 meeting be approved as submitted:

<u>Aye</u> Mr. Brown	<u>Aye</u> Mr. Natale	<u>Absent</u> Mr. Stewart
<u>Aye</u> Mrs. Grater	<u>Aye</u> Mrs. Perez	<u>Aye</u> Mrs. Wildermuth, <i>Vice President</i>
<u>Aye</u> Mrs. Mallimo-Orna	<u>Aye</u> Mrs. Small	<u>Aye</u> Mrs. Poulas, <i>President</i>

Motion by Mr. Natale, seconded by Mrs. Small, that the Regular Meeting minutes of the November 17, 2025 meeting be approved as submitted:

<u>Aye</u> Mr. Brown	<u>Aye</u> Mr. Natale	<u>Absent</u> Mr. Stewart
<u>Aye</u> Mrs. Grater	<u>Aye</u> Mrs. Perez	<u>Aye</u> Mrs. Wildermuth, <i>Vice President</i>
<u>Aye</u> Mrs. Mallimo-Orna	<u>Aye</u> Mrs. Small	<u>Aye</u> Mrs. Poulas, <i>President</i>

Motion by Mrs. Small, seconded by Mr. Brown, that the Executive Session Meeting (2) minutes of the November 17, 2025 meeting be approved as submitted:

<u>Aye</u> Mr. Brown	<u>Aye</u> Mr. Natale	<u>Absent</u> Mr. Stewart
<u>Abstain</u> Mrs. Grater	<u>Aye</u> Mrs. Perez	<u>Aye</u> Mrs. Wildermuth, <i>Vice President</i>
<u>Aye</u> Mrs. Mallimo-Orna	<u>Aye</u> Mrs. Small	<u>Aye</u> Mrs. Poulas, <i>President</i>

L. FINANCE AND BUILDING NEEDS

Motion by Mr. Natale, seconded by Mrs. Small, to accept the recommendation of the Superintendent to approve and adopt motions L.1 through L.14, as described below:

<u>Aye</u> Mr. Brown	<u>Aye</u> Mr. Natale	<u>Absent</u> Mr. Stewart
<u>Aye</u> Mrs. Grater	<u>Aye</u> Mrs. Perez	<u>Aye</u> Mrs. Wildermuth, <i>Vice President</i>
<u>Aye</u> Mrs. Mallimo-Orna	<u>Aye</u> Mrs. Small	<u>Aye</u> Mrs. Poulas, <i>President</i>

L.1 Motion to accept and approve the Final Annual Comprehensive Financial Report for the period ending June 30, 2025, which contains no audit recommendations. (Copy available for review)

L.2 Motion to approve the purchase order list dated November 2025 in the amount of \$1,668,257.00.

L.3 Motion to approve the vendors’ bills list for release, on or after December 16, 2025, in the amount of \$585,773.17.

L.4 Motion to approve the check register as of November 2025 in the amount of \$6,352,703.01.

Fund	Amount
General Fund (10)	\$5,834,423
Special Revenue Fund (20)	\$484,183
Referendum Fund (30)	\$34,096
Total	\$6,352,703

L.5 Motion to approve the funds transfers in the 2025-2026 Fiscal Year, dated November 30, 2025, in the amount of \$590,158.54.

L.6 Motion to approve the certification by the Board Secretary that the Account Balance Report, pursuant to N.J.S.A. 18A:17-9, as of November 30, 2025, no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23-2.11(a).

L.7 Motion to certify, in accordance with N.J.A.C. 6A:23-2.11(c), as of October 31, 2025, after review of the Board Secretary’s and Treasurer’s Monthly Financial Reports, and upon consultation with the appropriate district officials, to the best of our knowledge, no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.11(b), and sufficient funds are available to meet the district’s financial obligations for the remainder of the fiscal year.

- L.8** Motion to approve the Health and Safety Evaluation of School Buildings Checklists for the 2025-2026 school year.
- L.9** Motion to ratify the July 2025 application to the Department of Education approval for a transfer in the amount of \$500,000 which exceeds more than 10% of the original budgeted amount when combined with previous transfers, made at the direction of the Department of Education related to the Tax Levy Incentive Aid Application to fund repairs to the High School Sewage Treatment Plant.
- L.10** Motion to ratify the October 2025 application to the Department of Education approval for a transfer in the amount of \$705,878 which exceeds more than 10% of the original budgeted amount when combined with previous transfers, from the Tuition account to the Health Benefits account to fund the additional anticipated board share which exceeds the budgeted amount, as well as the accounts necessary to fund a new student's IEP services.
- L.11** Motion to approve lease purchase services agreement with Hunterdon County Education Services to obtain quotes and secure funding for district copiers.
- L.12** Motion to award a five-year lease in the amount of \$221,021.78 to acquire district copiers to KS State Bank at an interest rate of 5.768%.
- L.13** Motion to accept and approve the following resolution in accordance with Travel and Work Related Expenses N.J.A.C. 6A:23B:
- WHEREAS*, the employees listed in Appendix A, are attending the named professional development seminar at such identified venues;
- WHEREAS*, the attendance at stated function was previously approved by the Superintendent, or designee, as work related and within the scope of the work responsibilities of the attendee;
- WHEREAS*, the attendance at the function was approved as promoting delivery of instruction or furthering efficient operation of the school district and fiscally prudent; and
- WHEREAS*, the travel and related expenses particular to attendance at this function are in accordance with the state travel guidelines established by the Department of Treasury in NJOMB circular letter;
- NOW THEREFORE BE IT RESOLVED*, the Board finds the travel and related expense and the expenses particular to attendance at this previously approved function is necessary/unavoidable, and
- BE IT FURTHER RESOLVED*, the expense is justified and therefore reimbursable.
- L.14** *WHEREAS*, the Board desires to settle an ongoing case with Mount Arlington to recoup a portion of outstanding tuition and transportation fees and minimize legal costs associated with ongoing litigation.
- NOW THEREFORE, BE IT RESOLVED*, the Board approves the settlement agreement with Mount Arlington Board of Education subject to approval by all parties.

M. PERSONNEL

Mrs. Howe read the following statement:

When I started my educational career almost 32 years ago, I never thought I would be where I am today. While being the Superintendent of Jefferson has been the pinnacle of my career, it is the impact I have had on students entrusted to my care that has had the most profound impact on me. Having the privilege of working in Jefferson for the last 21 years has been the highlight of my time in education. Although I have led the district through some difficult times, COVID, reconfiguration, building closures, and the budget crisis, those times are outweighed by the positive changes our district has achieved. We have navigated through severe budget cuts with the least amount of impact on students and staff, implemented a universal preschool program, increased AP offerings, led the district through monumental curricular changes, increased test scores, and led the district through several successful rounds of QSAC monitoring. Our students continue to amaze me with their wisdom, creativity, and accomplishments. Our employees are top-notch, focusing on providing the best educational experience possible for our students. Despite all the joy those accomplishments brought to me over the past years, I have decided it is time for me to begin the next chapter of my life. I am notifying you of my intent to retire on July 1st, 2026. I would like to thank the Board of Education for the trust they have placed in me throughout my long tenure in Jefferson. Your continued focus on what really matters, our students, has made my work here easier. I wish Jefferson Township Public Schools continued success in the years to come. Thank you.

Motion by Mr. Natale, seconded by Mrs. Grater, to accept the recommendation of the Superintendent to approve and adopt motions M.1 through M.5, as described below:

<u>Aye</u> Mr. Brown	<u>Aye</u> Mr. Natale	<u>Absent</u> Mr. Stewart
<u>Aye</u> Mrs. Grater	<u>Aye</u> Mrs. Perez	<u>Aye</u> Mrs. Wildermuth, <i>Vice President</i>
<u>Aye</u> Mrs. Mallimo-Orna	<u>Aye</u> Mrs. Small	<u>Aye</u> Mrs. Poulas, <i>President</i>

M.1 Motion to take action on personnel matters, as listed below, and appoint, and submit to the Executive County Superintendent applications for emergent hiring and the applicant’s attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18A:6-7.1 et seq., N.J.S.A. 18A:39-17 et seq., or N.J.S.A. 18A:6-4.13 et seq. for those employees listed below.

All appointments are contingent upon receipt of proper teaching certification and all salary placements are pending receipt of college transcripts verifying degree status and letter stating years of service in other districts.

The Board thanked Mrs. Howe for her years of service.

A. APPOINTMENTS/ASSIGNMENTS								
Name	Nature of Action	Position/Control Number	Deg/ Step	Salary	Loc.	Date Effective	Date Termin.	Discussion
Clarke, Christine 11-214-100-106-003	Appoint	Special Education Aide AID-BR-SPED-BR-21	1	\$26.21/hr.	Briggs	1/12/26	6/30/26	7 hrs./day, Wednesday off, replacing J. Bahamondes
D'Ambrosio, Dylan 11-000-140-101-008	Appoint	Teacher - Health & Physical Education TCH-HS-PHYS-HS-03	BA/3	\$60,100	High School	1/5/26	6/30/26	Adjusted start date
Insalaco, Mia 11-213-100-106-001	Appoint	Special Education Aide AID-ST-SPED-ES-15	2	\$26.48/hr.	Stanlick	12/15/25	6/30/26	7 hrs./day, Wednesday off
Leonhard, Mia 11-000-219-104-290	Appoint	Behaviorist (LTS) LTS-DW-BEHV-AL-01		\$353.26/diem	District	12/15/25	4/10/26	Covering #3651, effective date subject to change pending certification

A. APPOINTMENTS/ASSIGNMENTS								
Name	Nature of Action	Position/Control Number	Deg/ Step	Salary	Loc.	Date Effective	Date Termin.	Discussion
McMahon, Heidi 11-209-100-106-290	Appoint	Teacher - Special Education (LTS) LTS-ST-SPED-ES-01		\$295.50/ diem	Stanlick	12/15/25	1/22/26	Covering #3690
Uvino, Charles 11-000-270-160-000	Appoint	Bus Driver BUS-BD-TSPT-AL-24	1	\$28.16/hr.	Transportation	12/3/25	6/30/26	Not to exceed 5 hrs./day, budgeted

B. SEPARATIONS					
Name	Nature of Action	Position/Control Number	Location	Date Effective	Discussion
Delserro, Daria	Resignation	Special Education Aide	Briggs	12/4/25	
Giarrusso, Vanessa	Resignation	Bus Driver	Transportation	12/15/25	
Parra, Kirsten	Resignation	Teacher - Spanish	High School	1/26/26	
Snyder, Michaela	Resignation	Teacher - Special Education	Stanlick	12/16/25	

C. SCHEDULING/ASSIGNMENT ADJUSTMENTS							
Name	Adjustment	Position/Control Number	Salary	Location	Date Effective	Date Term.	Discussion
Byron, Catherine	Hours	Bus Driver		Transportation	11/14/25	6/30/26	Not to exceed 7.08 hrs/day
Den Uyl, Kara	Hours	Special Education Aide		Intermediate School	11/20/25	6/30/26	5.75 hrs./day
Friedman, Carisa	Hours	Bus Aide		Transportation	12/5/25	6/30/26	5.92 hrs./day
Giarrusso, Vanessa	Hours	Bus Driver		Transportation	11/14/25	12/15/25	Not to exceed 6.67 hrs./day
Glenn, Jennifer	Dates	Teacher - Preschool - Special Education (LTS)		Briggs	12/12/25	2/11/26	Not to exceed 35 days, covering #2917
Knapik, Dirouhi	Dates	Teacher - Preschool - Special Education (LTS)		Briggs	4/9/26	5/15/26	Not to exceed 27 days, covering #2917
Miller, Natalie	Dates	Teacher - Preschool - Special Education (LTS)		Briggs	2/12/26	4/8/26	Not to exceed 34 days, covering #2917
Smith, Mojave	Day Off	Special Education Aide		Briggs	1/5/26	6/30/26	Thursday off

D. LEAVES OF ABSENCE		
STAFF ID	Nature of Action	Effective
#2606*	Medical Leave	Unpaid leave of absence beginning 11/15/25 through 12/15/25, FMLA
#2917	Medical Leave	Leave of absence beginning 12/12/25 through 1/23/26 utilizing 11 personal illness, 1 personal, and remainder unpaid days, FMLA
#2917	Family Leave	Unpaid leave of absence beginning 1/16/26 through 4/24/26, FMLA/NJFLA
#3314	Medical Leave	Leave of absence beginning 2/9/26 through 4/7/26 utilizing 9 personal illness, 2 personal, 3 family illness, and remainder unpaid days, FMLA
#3314	Family Leave	Unpaid leave of absence beginning 4/8/26 through 6/19/26, FMLA/NJFLA
#3518*	Medical Leave	Unpaid, intermittent leave of absence beginning 12/16/25 through 6/30/26, as needed
#3651	Family Leave	Family leave beginning 12/15/25 through 3/27/26 utilizing 7 personal illness, 4 family illness, and 1 personal day, balance unpaid; FMLA/NJFLA

* Non-tenured staff, leave granted at the sole discretion of the Board.

E. SUBSTITUTES						
Name	Nature of Action	Position	Location	Date Effective	Date Termin.	Discussion
Dellapenta, Donna	Appoint	Aide	District	12/1/25	6/30/26	
Bogert, Colleen	Appoint	Aide	District	12/16/25	6/30/26	
Castrogiovanni, Victoria	Appoint	Teacher, Aide	District	11/26/25	6/30/26	
Fastnacht, Brooke	Appoint	Aide	District	12/16/25	6/30/26	
Kandemir, Ebru	Appoint	Aide	District	11/20/25	6/30/26	
Lucarelli, Camila	Appoint	Aide	District	12/16/25	6/30/26	
McCarthy, Devan	Appoint	Aide	District	12/16/25	6/30/26	Pending fingerprinting
O'Connor, Devin	Appoint	Aide	District	12/16/25	6/30/26	
Roccisano, Ashley	Appoint	Teacher, Aide	District	12/16/25	6/30/26	
Rowe, Lukas	Appoint	Aide	District	12/16/25	6/30/26	
Snow, Lily	Appoint	Teacher, Aide	District	12/16/25	6/30/26	

F. EXTRA DUTY PAY							
Name	Nature of Action	Position	Level	Salary	Location	Date Effective	Date Termin.
JTHS - 11-401-100-101-008*							

F. EXTRA DUTY PAY							
Name	Nature of Action	Position	Level	Salary	Location	Date Effective	Date Termin.
Clarizio, Maria	Appoint	NJGPA Portfolio (ELA)	1	\$739	High School	12/16/25	6/30/26
Gray-Revoredo, Meg 20-241-100-100-000	Appoint	ESL: After School Extra Help	-	\$44.86/hr.	High School	10/14/25	6/30/26
Hartig, Tanya	Appoint	NJGPA Portfolio (Math)	1	\$739	High School	12/16/25	6/30/26
Mannerberg, Aleyna	Appoint	NJGPA Portfolio (Math)	1	\$739	High School	12/16/25	6/30/26
Neral, Molly	Appoint	NJGPA Portfolio (Math)	1	\$739	High School	12/16/25	6/30/26
Olean, Joseph	Appoint	NJGPA Portfolio (ELA)	1	\$739	High School	12/16/25	6/30/26
Serzan, Kimberly	Appoint	NJGPA Portfolio (Math)	1	\$739	High School	12/16/25	6/30/26
Snow, Kaya	Appoint	Spring Musical: Choreographer (0.5 stipend)	2	\$739.50	High School	12/16/25	6/30/26
Snow, Lily	Appoint	Spring Musical: Choreographer (0.5 stipend)	2	\$739.50	High School	12/16/25	6/30/26
JTIS - 11-401-100-101-007*							
Crowe, Kelsey 20-241-100-100-000	Appoint	ESL: After School Extra Help	-	\$44.86/hr.	Intermediate School	10/14/25	6/30/26
Escolano, Jennifer	Appoint	Spring Musical: Publication/Tickets	1	\$592	Intermediate School	11/18/25	6/30/26
Gage, Travis	Appoint	Open Gym Spring (Grades 4-6)	1	\$592	Intermediate School	12/16/25	6/30/26
Gesek, Jennifer	Appoint	Spring Musical: Lighting	1	\$592	Intermediate School	12/16/25	6/30/26
Hoertel, Jessica	Appoint	Showcase: Lighting	1	\$592	Intermediate School	12/16/25	6/30/26
Hopkins, Alyssa	Appoint	Spring Musical: Choreographer (0.5 stipend)	1	\$296	Intermediate School	12/16/25	6/30/26
Macedo, Julia	Appoint	Spring Musical: Choreographer (0.5 stipend)	1	\$296	Intermediate School	12/16/25	6/30/26
Mannerberg, Aleyna	Appoint	STEM Club	2	\$1,479	Intermediate School	11/18/25	6/30/26
Reid, James	Rescind	Open Gym: Spring (Grades 4-6)	1	\$592	Intermediate School	11/18/25	6/30/26
Reid, Kimberly	Rescind	Spring Musical: Publication/Tickets	1	\$592	Intermediate School	11/18/25	6/30/26
Reid, Kimberly	Appoint	Art Club	1	\$592	Intermediate School	12/16/25	6/30/26

* Unless otherwise indicated

G. CURRICULUM WRITING – 11-000-221-104-201							
Name	Nature of Action	Position/Control Number	Salary	Loc.	Date Effective	Date Termin.	Maximum Hours
Pearce, Amy	Appoint	Transition Education	\$44.39/hr.	District	10/15/25	6/30/26	5

H. 2025-2026 SCHOOL YEAR JTHS COACHING STAFF								
Name	Nature of Action	Position	Step	Base	Longevity	Salary	Date Effective	Date Termin.
Kielty, Shawn*	Appoint	Asst. Wrestling	3	\$3,014	-	\$3,014	12/8/25	6/30/26

* Out of district coach

I. STUDENT CLINICAL PLACEMENT							
Name	College	Subject Area	Location	Start Date	End Date	Discussion	
Bahamondes, Javiera	Fairleigh Dickinson University	Social Work	Briggs	1/5/26	5/1/26	Spring semester	
Brennan, Christy	Kean University	Physical Education/Health	High School	1/12/26	5/8/26	Spring semester	
Torres, Brianna	Liberty University	English	High School	1/19/26	5/8/26	Spring semester	

M.2 Motion to recognize the following corrections to the November 17, 2025, Minutes, Personnel/Advanced Salary Placements:

Name	From	Present Salary	To	New Salary
Barbato, Stephen	MA+30/19	\$102,941	MA+45/19	\$107,204
Canales, Kaia	MA/9	\$69,019	MA+15/9	\$70,451
Caruso, Karen	MA/10	\$71,462	MA+15/10	\$73,061
Corter, Lindsay	MA/16	\$80,949	MA+30/16	\$89,046
Gilroy, Sevgi	MA+30/17	\$93,591	MA+45/17	\$97,529
Inclendon, Emily	MA+15/6	\$65,131	MA+30/6	\$67,229
Novembrino, Kristin	MA+15/8	\$68,492	MA+30/8	\$72,996
Reiss, Joanna	MA+30/13	\$81,065	MA+45/13	\$84,541

M.3 Motion to approve the following EDP job descriptions:

- Art Club (Elementary)
- RtI Tutoring (High School)

M.4 *BE IT RESOLVED*, that upon the recommendation of the Superintendent, the Board hereby suspends Employee # 1439 for one (1) day without pay.

M.5 Motion to accept the notice of retirement of Jeanne Howe, Superintendent of Schools, effective July 1, 2026.

N. EDUCATION

Motion by Mrs. Grater, seconded by Mrs. Mallimo-Orna, to accept the recommendation of the Superintendent to approve and adopt motions N.1 through N.5, as described below:

<u>Aye</u> Mr. Brown	<u>Aye</u> Mr. Natale	<u>Absent</u> Mr. Stewart
<u>Aye</u> Mrs. Grater	<u>Aye</u> Mrs. Perez	<u>Aye</u> Mrs. Wildermuth, <i>Vice President</i>
<u>Aye</u> Mrs. Mallimo-Orna	<u>Aye</u> Mrs. Small	<u>Aye</u> Mrs. Poulas, <i>President</i>

N.1 Motion to affirm Superintendent's report of incidents of Harassment, Intimidation and Bullying findings reported for October 15, 2025 through November 16, 2025.

N.2 Motion to approve the revised curriculum for the 2025-2026 school year, as aligned to the New Jersey Student Learning Standards (NJSLS).

- Library Information Literacy Grades 3-5
- Library Information Literacy Grades 6-8
- Library Information Literacy Grades 9-12

N.3 Motion to approve the recommendation of the Superintendent to disenroll student SID# 2135060290 effective October 30, 2025.

N.4 Motion to approve the following day field trips:

School, Group/Activity	Location
JTHS Falcon Spirit Club	Lake Hopatcong, NJ
JTHS Debate Team	Succasunna, NJ
JTHS Student Council	Ewing, NJ
JTIS Gifted & Talented, Grade 5	Morris Plains, NJ
JTIS All Area Band	Flanders, NJ
JTHS Business Students	Randolph, NJ
JTHS Robotics Club	Monmouth Junction, NJ
JTHS Robotics Club	South Orange, NJ
JTIS Band and Chorus, Grades 7 & 8	Allentown, NJ

N.5 Motion to approve the following overnight field trips:

School, Group/Activity	Location
JTHS Softball	Orlando, FL
Academy for Environmental Science, Grades 10-12	Cape May, Stone Harbor, and Wildwood, NJ
JTIS, Grade 8	Philadelphia & Allentown, PA

O. RECOGNITION OF REPORTS

Upon the recommendation of the Superintendent, the Board recognizes the reports listed below:

Harassment, Intimidation and Bullying Incidents (HIB) for the period of November 17, 2025 through December 15, 2025:

School	Incidents Reported	Confirmed Incidents	Unconfirmed Incidents
Ellen T. Briggs	0	0	0
Arthur Stanlick	1	0	1
White Rock	0	0	0
Jefferson Twp. Intermediate School	3	1	2
Jefferson Twp. High School	2	0	2

Enrollment as of 11/26/25:

	Nov. 2024	Nov. 2025
Grades PreK	294	282
Grades K-5	1,031	1,030
Grades 6-8	550	531
Grades 9-12	799	756
TOTAL	2,674	2,599
Tuition students received	2	3
Out-of-district placement	15	11

Emergency school bus evacuation drills conducted on November 11 & 13, 2025:

Stanlick School November 13, 2025		White Rock School November 13, 2025		High School/ Intermediate School November 11, 2025	
Route #	Observed By	Route #	Observed By	Route #	Observed By
H2	Brennan/Venturino	M2	Plotts/Reid	HS01	Lonie/Kalish
H3	Brennan/Venturino	M9	Plotts/Reid	HS02	Lonie/Kalish
H5	Brennan/Venturino	M10	Plotts/Reid	HS04	Lonie/Kalish
H6	Brennan/Venturino	M12	Plotts/Reid	HS06	Lonie/Kalish
H7	Brennan/Venturino	M13	Plotts/Reid	HS11	Lonie/Kalish
H8	Brennan/Venturino	M15	Plotts/Reid	HS12	Lonie/Kalish
H11	Brennan/Venturino	M16	Plotts/Reid	HS13	Lonie/Kalish
H12	Brennan/Venturino	V1	Plotts/Reid	HS14	Lonie/Kalish
H15	Brennan/Venturino	V2	Plotts/Reid	HS15	Lonie/Kalish
V4	Brennan/Venturino	V3	Plotts/Reid	HS16	Lonie/Kalish
V5	Brennan/Venturino			HS18	Lonie/Kalish
V6	Brennan/Venturino			HS19	Lonie/Kalish
				HS20	Lonie/Kalish
				HS23	Lonie/Kalish
				HS24	Lonie/Kalish
				HS27	Lonie/Kalish
				HS31	Lonie/Kalish
				HS35	Lonie/Kalish
				HS38	Lonie/Kalish
				HSV1	Lonie/Kalish
				IS01	Padelsky/Donohue
				IS02	Padelsky/Donohue
				IS04	Padelsky/Donohue
				IS06	Padelsky/Donohue
				IS07	Padelsky/Donohue
				IS11	Padelsky/Donohue
				IS14	Padelsky/Donohue
				IS15	Padelsky/Donohue
				IS16	Padelsky/Donohue
				IS23	Padelsky/Donohue
				IS24	Padelsky/Donohue
				IS33	Padelsky/Donohue
				IS35	Padelsky/Donohue
				IS36	Padelsky/Donohue
				ISV1	Padelsky/Donohue

Q. COMMUNICATIONS

- None

R. PUBLIC COMMENTS *(Public participation shall be governed by Bylaw 0167, as outlined in Agenda Section G).*

- None

S. OLD BUSINESS

- None

T. NEW BUSINESS

- The Annual Organization Meeting has been scheduled for January 5, 2026 at 7:00 PM in the JTBOE Central Office, 31 State Route 181, Lake Hopatcong, NJ.

U. CLOSED SESSION

The Board did not convene to closed session at this time.

V. ADJOURN

Motion by Mrs. Small, seconded by Mrs. Grater, to adjourn the meeting at 9:48 PM.

Aye Mr. Brown

Aye Mr. Natale

Absent Mr. Stewart

Aye Mrs. Grater

Aye Mrs. Perez

Aye Mrs. Wildermuth, *Vice President*

Aye Mrs. Mallimo-Orna

Aye Mrs. Small

Aye Mrs. Poulas, *President*

Appendix A

Name	Event Date	Location	Seminar/Function	Registration Fee	Transportation Fee	Lodging cost per night	Meal cost per day	# of Travel Days	Mileage @ \$0.47/mi	Misc. Fees (including parking/tolls/misc fees)	Total Expenses
Hoertel, Jessica	2/17/26-2/19/26	Atlantic City, NJ	NJASL/NJLA Joint Conference 2026	\$230.00	-	\$79.00	-	2	\$143.82	-	\$531.82
Lonie, Michael	1/6/26	Virtual	School Climate for Adults: The Elephant in the Room (PSEL 3, 6, 7)	\$195.00	-	-	-	-	-	-	\$195.00
Vislosky, Stephanie	2/17/26-2/19/26	Atlantic City, NJ	NJASL/NJLA Joint Conference 2026	\$350.00	-	\$79.00	-	2	\$140.06	-	\$648.06