

Sayreville, New Jersey
December 16, 2025
6:30 PM

Pursuant to notice posted at the Board Offices, given to each Board member, two local newspapers, and the Borough Clerk as required by Chapter 231, Public Law 1975, the Board of Education of the Borough of Sayreville held a Regular Meeting on December 16, 2025. An Executive Session took place at 6:30 P.M. followed by the Regular Meeting at 7:30 P.M.

Mrs. Bloom called the meeting to order at 6:30 P.M. Roll call: Mr. Callahan, Mr. Fernandez, Mrs. Hernandez, Mrs. Maldonado, Mrs. Napolitano, Mrs. Pabon, Mr. Smith, and Mrs. Bloom. It must be noted that Mrs. Chudkowski was not present.

Also present were Superintendent Dr. Labbe, Assistant Superintendent Mr. Knaster, Interim Business Administrator/Board Secretary Mrs. Biesiada, Human Resources and Professional Development Dr. Aguiles, Director of Director of Curriculum and Instruction (Grades 3-12) Mrs. Grossman, Director of Special Projects Mrs. Burt, and Mr. Mandel of the Busch Law Group.

Motion by Mr. Smith, second by Mr. Callahan. Roll call vote. Eight yes votes recorded. Motion carried. Yes votes recorded by Mr. Callahan, Mr. Fernandez, Mrs. Hernandez, Mrs. Maldonado, Mrs. Napolitano, Mrs. Pabon, Mr. Smith, and Mrs. Bloom. The Board went into Executive Session at 6:33 P.M. in accordance with the following resolution.

RESOLUTION

WHEREAS Section 8 of the Open Public Meetings Act, Chapter 231, P.L. 1975 permits the exclusion of the public from a meeting in certain circumstances; and

WHEREAS, this public body is of the opinion that such circumstances presently exist.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Borough of Sayreville, County of Middlesex, State of New Jersey, as follows:

1. The public shall be excluded from discussion of and action upon the hereinafter specified subject matters.
2. The general nature of the subject matter to be discussed is as follows:
 - PERSONNEL (Including but not limited to agenda items)
 - STUDENT MATTERS
 - NEGOTIATIONS – Sayreville Education Association
 - MATTERS FALLING UNDER ATTORNEY/CLIENT PRIVILEGE
3. It is anticipated at this time that the above stated subject matter shall be made public at such time as the need for non-disclosure no longer exists.
4. This Resolution shall take effect immediately.

The Board adjourned the Executive Session at 7:25 P.M. The Board reopened the meeting to the public at 7:31 P.M.

Roll Call: Mr. Callahan, Mr. Fernandez, Mrs. Hernandez, Mrs. Maldonado, Mrs. Napolitano, Mrs. Pabon, Mr. Smith, and Mrs. Bloom. It must be noted that Mrs. Chudkowski was not present.

Also present were Superintendent Dr. Labbe, Assistant Superintendent Mr. Knaster, Interim Business Administrator/Board Secretary Mrs. Biesiada, Director of Human Resources and Professional Development Dr. Aguiles, Director of Curriculum and Instruction (Grades 3-12),

Mrs. Grossman, and Director of Special Projects Mrs. Burt.

The mission of the Sayreville Public Schools is to educate today’s learners to be tomorrow’s leaders by providing all students with a high quality, challenging education that instills character and enables our students to compete successfully in the 21st century.

PLEDGE TO THE FLAG

Led by Mrs. Bloom

APPROVAL OF MINUTES

Motion by Mrs. Pabon, second by Mr. Smith. Seven yes votes recorded by Mr. Callahan, Mr. Fernandez, Mrs. Hernandez, Mrs. Maldonado, Mrs. Pabon, Mr. Smith, and Mrs. Bloom. It must be noted that Mrs. Napolitano abstained. The Board approved the minutes of:

- Regular and Executive Session of November 18, 2025

STUDENT COUNCIL REPRESENTATIVES’ COMMENTS

SWMHS – Morgan Koonce noted recent events including the Fall Drama “Puffs”. She concluded with an update on Winter Athletics.

SMS – Samantha Callahan noted upcoming PTO events including “SMS Got Talent” and the Tricky Tray. She concluded with an update on Winter Athletics.

BOARD PRESIDENT’S COMMENTS

Mrs. Bloom had no comments.

BOARD VICE PRESIDENT’S COMMENTS

Mr. Smith provided the following district highlights:

- Congratulations to the 2025-2026 Governor’s Educators of the Year (GEOTY), Governor’s Educations Services Specialists of the Year (GESp), and Sayreville Education Association Education Support Professionals of the Year (SEAESP) recipients.

SCHOOL	TEACHER	ESP	SEA ESP
PB-Cheesequake	Kate-Lynn Lozito	Brittany Buob	Paul Sicola
PBefore-Selover	Kristina Charvet	Dawn Civitello	Keri Andrews
Arleth	Nicole Giacobbe	Meghan Grove	Louise Quinto
Eisenhower	Stephanie Gottdenker	Kelly Murphy	Lauren Strano
Truman	Andrea Lopez	Deena Brock	Virginia Culley
Wilson	Heather Monahan	Christina Kiernan	Michelle Ciprich
SUES	Betsy Kassman	Cassndra Martin	Tammy Taylor
Middle School	Ryan Donegan	Cesarina Cook	Margaret Ritter
High School	Kelly Donnelly	Stephanie Morris	Dawn Kosobucki
Transportation			Janet Kennedy
Bombers Beyond			John Carusillo

- Congratulations to Mr. Timothy Byrne, the Principal of the Wilson School, who was recently selected as the 2026 Garden State Film Festival's Educator of the Year.
- Congratulations to Sayreville War Memorial High School junior Makayla Agyemang, who was recently selected to be on the National Leo Club Program Advisory Panel for the Constitutional Area 1 (USA & its territories).
- Bravo and congratulations to the student performers and crew members in Sayreville War Memorial High School Theatre Society for their impressive production of Jeff Cox

production, *Puffs*. Commendations to Ms. Kelsey Rivera-Wu and her incredible team of dedicated directors, designers, and volunteers.

- Congratulations to Sayreville Middle School students Patrick Walsh and Ryan Ruitter, who play for the New Jersey American Youth Football Team that placed third in the national championship.
- Congratulations to Woodrow Wilson first grader, Aleksi Elias for winning six medals and for being crowned the All-Around Champion during the recent Spartan Boys Invitational Gymnastics Championship.

PRESENTATION

- SWMHS Game Day Competition Cheerleading Team – GMC Champions
- SWMHS Girls Cross Country – GMC Gold Champions
- SWMHS Football Team – BCC National Silver Division Champions

BOARD DISCUSSIONS

Finance Committee Comments – Mrs. Pabon advised the committee met and were provided updates on the projects related to the Bond Referendum, other infrastructure projects throughout the district, and reviewed the annual audit.

Personnel Committee Comments– Mr. Callahan advised the committee met and reviewed open positions, substitute fill rates, and the mid-year Job Fair scheduled on January 15, 2026.

Student Achievement Committee Comments – Mr. Callahan advised the committee met and reviewed Fall NJEPA results, discussed reorganization of elective courses at Sayreville Middle School, title change to a course at Sayreville Middle School, and new student clubs at Sayreville War Memorial High School.

Governance Committee Comments – Mr. Fernandez advised the committee met and reviewed Board policies and regulations on the agenda for First Reading and received an update on a proposed bill regarding non-renewal of non-tenured staff members.

Middlesex County School Boards Association Update – Mrs. Bloom advised the recent meeting was a Safety and Security Meeting. The next meeting will be virtual on February 4, 2026.

PUBLIC PARTICIPATION ON AGENDA ITEMS ONLY

Mickey Fischer – Kierst Street, Sayreville, asked where information can be found on club descriptions and new policies. She further inquired as to why seven new clubs are listed on the agenda but only three were mentioned by Mr. Callahan during the Student Achievement Committee Meeting comments.

Dr. Labbe, Mrs. Grossman, and Mr. Callahan responded.

SUPERINTENDENT'S REPORT

A – VISION 2030: FINANCE & INFRASTRUCTURE

FINANCE

1. The Board of Education of Sayreville approved the Resolution on Transfers for the month of October 2025.

2. The Board of Education of Sayreville approved the Transfer Spreadsheet in accordance with S-1701 for the month of October 2025.

3. The Board of Education of Sayreville approved the Secretary Report for the month of October 2025.

4. The Board of Education of Sayreville approved the Treasurer of School Monies Report for the month of October 2025.
5. The Board of Education of Sayreville approved the list of bills dated December 16, 2025, prepared by the Board Secretary in the amount of \$10,310,653.98 for the Operating Account.
6. The Board of Education of Sayreville approved the list of bills dated January 10, 2026, prepared by the Board Secretary in the amount of \$158,181.81 for the Operating Account.
7. The Board of Education of Sayreville approved the list of bills dated December 16, 2025, prepared by the Board Secretary in the amount of \$173,298.69 for the Cafeteria Account.
8. The Board of Education of Sayreville approved the list of bills dated December 16, 2025, prepared by the Board Secretary in the amount of \$1,640,580.18 for the Medical Account.
9. The Board of Education of Sayreville approved the list of bills dated December 16, 2025, prepared by the Board Secretary in the amount of \$361,988.10 for the Prescription Account.
10. The Board of Education of Sayreville approved the list of bills dated December 16, 2025, prepared by the Board Secretary in the amount of \$64,234.93 for the Dental Account.
11. The Board of Education of Sayreville approved the list of bills dated December 16, 2025, prepared by the Board Secretary in the amount of \$1,438,094.27 for the Referendum Account.
12. The Board of Education of Sayreville approved the list of bills dated December 16, 2025, prepared by the Board Secretary in the amount of \$1,970.00 for the ESIP Account.
13. The Board of Education of Sayreville approved the list of bills dated December 16, 2025, prepared by the Board Secretary in the amount of \$7,418.00 for the Athletics Account.
14. The Board of Education of Sayreville approved the November 2025 payroll, prepared by the Board Secretary in the amount of \$8,229,092.40 for the Payroll Account.
15. The Board of Education of Sayreville approved to accept a generous donation from the New York Giants and the New Jersey Educators Association in recognition of Rosa Morgan as the “Educator of the Week.” The donation includes four tickets to a New York Giants home game for Ms. Morgan and \$1,000.00 to the Sayreville Board of Education to be used for classroom enhancements.
16. The Board of Education of Sayreville approved to accept a generous donation of \$1,200.00 from Abibat Adejo to be used at the Woodrow Wilson Elementary School for playground equipment.
17. The Board of Education of Sayreville approved the acceptance of the Dual Certification Pathway Grant in an amount not to exceed \$95,557.14. These grant funds will reimburse the cost of coursework for thirteen staff members approved by the Educational Services Commission of New Jersey.
18. The Board of Education of Sayreville approved the submission of nine FY26 Connect Safely Grants on behalf of each Sayreville School. Each grant award is \$1,000.00 and would be utilized to coordinate school events empowering students to utilize technology responsibly, respectfully, critically, and creatively. This year Safer Internet Day is celebrated on February 10, 2026.
19. The Board of Education of Sayreville approved Sayreville War Memorial High School to use the Culture and Climate Funds in the total amount of \$275.00 to purchase the following:

ITEM	REASON FOR PURCHASE	COST
Hot Chocolate & Trimmings	Canines & Cocoa Event (12/19/2025)	\$ 45.00
SWMHS Giveaways	Holiday Treats	\$230.00

20. The Board of Education of Sayreville approved Change Order GC-04 to the contract with James R. Ientile, Inc. for the Parking Lot Expansion at Dwight D. Eisenhower Elementary School in the credit amount of \$12,951.70 for the unused portion of the allowance, funds to be returned to Capital Reserve.

21. The Board of Education of Sayreville approved Change Order GC-7 to the contract with APS Contracting, Inc. for Window Replacements at Harry S. Truman Elementary School, Woodrow Wilson Elementary School, Samsel Upper Elementary School, and Sayreville War Memorial High School for the addition of key cylinders on doors and to modify one door at Sayreville War Memorial High School in the total amount of \$12,682.75 to be deducted from the remaining allowance balance of \$35,612.05 leaving an allowance balance of \$22,929.30.

22. The Board of Education of Sayreville approved the revision (**in bold**) to Change Order M-5 to the contract with Preferred Mechanical, Inc. for HVAC Upgrades at Selover School, Emma L. Arleth Elementary School, and Sayreville War Memorial High School for the installation of new ceiling, new lighting, and electric in the multipurpose room at the Selover School in the amount of \$61,201.00 to be deducted from the remaining allowance balance of \$139,943.40 leaving an allowance balance of \$78,742.40.

23. The Board of Education of Sayreville approved Change Order M-6 to the contract with Preferred Mechanical, Inc. for HVAC Upgrades at Selover School, Emma L. Arleth Elementary School, and Sayreville War Memorial High School for new HW to MPR duct coil with a missing pipe at Emma L. Arleth Elementary School and to replace stairwell hot water with CUH's at Sayreville War Memorial High School in the total amount of \$21,305.00 to be deducted from the remaining allowance balance of \$78,742.40 leaving an allowance balance of \$57,437.40.

24. The Board of Education of Sayreville approved to appoint Educational Services Commission of New Jersey to provide Child Study Team services from January 2, 2026, through June 30, 2026, at a rate of \$283.00 per evaluation, not to exceed \$7,641.00.

25. The Board of Education of Sayreville approved the purchase of the following items from MAP Restaurant Supplies in the total amount of \$52,260.36 to be paid using funds from the Food Services Account. Pricing obtained from Hunterdon County Educational Services Commission of New Jersey bid for Food Service Supplies & Equipment, bid # HCESC-Cat-22-08:

School	Item	Qty	Cost Per	Total
Sayreville Middle	Randell Cashier Stand	1	\$4,438.76	\$4,438.76
Sayreville Middle	Work Top Refrigerator	1	\$12,217.13	\$12,217.13
Sayreville Middle	Freight	1	\$725.55	\$725.55
Sayreville War Memorial	Genesis Dishwasher	1	\$17,156.16	\$17,156.16
Sayreville War Memorial	Water Softening System	1	\$2,143.14	\$2,143.14
Sayreville War Memorial	Booster Heater	1	\$2,940.09	\$2,940.09
Sayreville War Memorial	Corner Splash Baffle	1	\$581.67	\$581.67
Sayreville War Memorial	Shock Arrestor	1	\$107.64	\$107.64
Sayreville War Memorial	Sheet Pan Rack	2	\$320.85	\$641.70
Sayreville War Memorial	Insulated Table Pan Rack	2	\$384.33	\$768.66
Sayreville War Memorial	AERO Soiled Dish Table	1	\$3,311.00	\$3,311.00
Sayreville War Memorial	Weld-In Sink	3	\$592.11	\$1,776.33
Sayreville War Memorial	Special Size Charge	3	\$297.36	\$892.08
Sayreville War Memorial	Twist Type Lever Waste w/Overflow	3	\$157.90	\$473.70
Sayreville War Memorial	Lever Support Bracket	3	\$32.90	\$98.70
Sayreville War Memorial	Faucet, 8"	1	\$216.45	\$216.45

School	Item	Qty	Cost Per	Total
Sayreville War Memorial	Splash Mount Pre-Rinse Unit	1	\$741.32	\$741.32
Sayreville War Memorial	Pre-Rinse Add-On Faucet	1	\$192.94	\$192.94
Sayreville War Memorial	Pre-Rinse Slides Only	3	\$171.74	\$515.22
Sayreville War Memorial	Foot, Flanged, Stainless Steel	6	\$37.70	\$226.20
Sayreville War Memorial	AERO Clean Dish Table	1	\$1,179.67	\$1,179.67
Woodrow Wilson	Winco Sheet Pan Rack, Mobile	1	\$689.65	\$689.65
Woodrow Wilson	Sheet Pan, Full Size	20	\$11.33	\$226.60

26. The Board of Education of Sayreville approved the inspection to diagnose malfunction of the oven at Sayreville Middle School by Jay-Hill Repairs in the total amount of \$480.00 to be paid using funds from the Food Services Account.

27. The Board of Education of Sayreville approved an agreement for services related to professional development with Flashlight Learning Inc. in the amount of \$750.00 to be paid using FY26 ESEA Grant-Title III Funding.

28. The Board of Education of Sayreville approved the attendance of the following personnel at the NJASA TECHSPO 2026 Conference from Wednesday, January 28 through Friday, January 30, 2026, in Atlantic City, at the rates per person, as follows:

- Audrey Burns - Director of Early Childhood Curriculum & Instruction
- Bridgette Burt - Director of Special Projects
- Kimberly Grossman - Director of Curriculum & Instruction (Grades 3-12)
- Michael Waranowicz - Director of Technology Operations & Digital Security
- Jelaine Corrigan - IT System & Service Engineer
- Registration: \$610.00/person
- Accommodations: \$97.00 per night plus applicable taxes and fees
- Meals: Per OMB Guidelines
- Mileage: Per State & OMB Guidelines

The following Registration Fees will be paid using ESEA FY26 Title IIA Funds:

- Audrey Burns - Director of Early Childhood Curriculum & Instruction
- Bridgette Burt - Director of Special Projects
- Kimberly Grossman - Director of Curriculum & Instruction (Grades 3-12)

29. The Board of Education of Sayreville approved the following addition to the Bombers Beyond Cafe price list for the 2025-2026 school year:

Item	Menu Price
9oz. Mini Muffin Tray – 50-count	\$25.00

30. The Board of Education of Sayreville approved the following substitute rates effective January 1, 2026, for the remainder of the 2025-2026 school year as indicated below:

Substitute Type	Hourly Rate
Campus Security Monitor	\$15.92
Bus Aide	\$15.92
Lunchroom/Playground Aide	\$15.92
Cafeteria Worker	\$15.92
Clerical	\$15.92
Custodians	\$15.92
Paraprofessional	\$15.92

BUILDINGS AND GROUNDS

31. The Board of Education of Sayreville approved the following facility use permits:
 - a. Retroactively, Sayreville Recreation Department held Sayreville AA Basketball at the Sayreville Middle School on Saturday, December 6, 2025, from 10:00 am to 3:00 pm in the gym. Fees in accordance with schedule
 - b. Retroactively, Dwight D. Eisenhower Elementary School PTO held Decorating for Holiday Concert at the Dwight D. Eisenhower Elementary School on Tuesday, December 9, 2025, from 6:30 pm to 8:30 pm in the gym.
 - c. Retroactively, Dwight D. Eisenhower Elementary School PTO held Family Fun Night at the Dwight D. Eisenhower Elementary School on Friday, December 12, 2025, from 6:00 pm to 8:30 pm in the gym.
 - d. Retroactively, Sayreville Recreation Department held Sayreville AA Basketball at the Sayreville Middle School on Saturday, December 13, 2025 from 9:00 am to 5:00 pm in the gym. Fees in accordance with schedule.
 - e. Woodrow Wilson Elementary School PTO to hold a Vendor Sale at Woodrow Wilson Elementary School on Friday, December 19, 2025, from 4:00 pm to 9:00 pm in the gym.
 - f. Sayreville Recreation Department to hold Sayreville AA Basketball at the Sayreville Middle School on Saturday, December 20, 2025 from 9:00 am to 5:00 pm in the gym. Fees in accordance with schedule.
 - g. Sayreville Recreation Department to hold Sayreville AA Basketball at Harry S. Truman Elementary School Monday through Friday from January 2, through March 27, 2026, from 6:30 pm to 9:30 pm in the gym.
 - h. MS Lions Club to hold a Leadership Meeting at the Sayreville War Memorial High School on Saturday, January 24, 2026 and January 31, 2026, from 8:45 am to 4:45 pm in the media center and classroom. Fee in accordance with schedule.
 - i. Sayreville Recreation Department to hold Sayreville AA Basketball and Soccer Practices at the Sayreville Middle School on Saturdays, from January 3, through March 21, 2026, from 9:00 am to 5:00 pm. Fees in accordance with schedule.
 - j. Sayreville Recreation Department to hold Sayreville AA Winter Soccer Practices at the Sayreville Middle School on Sunday, from January 11, through March 1, 2026, from 9:00 pm to 5:00 pm in the gym. Fees in accordance with schedule.

SUPPORT SERVICES

32. The Board of Education of Sayreville approved the item(s) indicated below for the 2025-2026 school year.

- a. Placement of the following students in out-of-district placements for the 2025-2026 school year. (Transportation is required)

Student I.D. #	School	Cost Per Student	Aide Cost	Related Services Cost
3788415653	Collier High School	\$68,940.00	NA	NA
4896577178	Somerset Career Center/SCESC	\$52,070.00	NA	NA

- b. Bedside instruction for student #8567858914 at a cost of \$48/hour payable to Integrated Care Concepts & Consultation.

- c. Bedside instruction for the following students: 3506094010; #1969531944; #6598817677; #7636114067; #6782481271 at a cost of \$81.13/hour payable to Learn Well Education.
- d. Bedside instruction for the following students: 1609453441; #7431492976; #3506094010 at a rate of \$75/hour payable to Rutgers University Behavioral Health Care.

33. The Board of Education of Sayreville retroactively approved the cancellation of the following transportation contracts for school year 2025-2026:

Host: Educational Services Commission of New Jersey
 Route: 458EC
 School: Manalapan Englishtown Middle School
 Cost: \$298.20 per diem x 45 days
 Total Cost: \$13,419.00
 Effective Date: November 19, 2025

Host: Educational Services Commission of New Jersey
 Route: 459EC
 School: Pine Brook School and Milford Brook School
 Cost: \$217.35 per diem x 45 days
 Total Cost: \$9,780.75
 Effective Date: November 19, 2025

34. The Board of Education of Sayreville retroactively approved the following transportation routes for school year 2024-2025 with Metuchen Board of Education:

Host: Somerset County Educational Services Commission of New Jersey
 Route: 24074 and 25296
 School: Edgar Middle School, Campbell Elementary School & Moss School
 Cost: \$312.23 per diem x 45 days
 Total Cost: \$14,050.35

35. The Board of Education of Sayreville retroactively approved the following transportation route for school year 2025-2026 with Metuchen Board of Education:

Host: Somerset County Educational Services Commission of New Jersey
 Route: 24074
 School: Edgar Middle School & Campbell Elementary School
 Cost: \$225.04 per diem x 181 days
 Total Cost: \$40,732.24

36. The Board of Education of Sayreville retroactively approved the following transportation route for school year 2025-2026:

Host: Educational Services Commission of New Jersey
 Route: 581EC
 School: Cornerstone Day School
 Cost: \$291.90 per diem x 11 days
 Total Cost: \$3,210.90
 Effective Date: December 9, 2025

37. The Board of Education of Sayreville approved the correction of a previously approved trip: **(Correction in bold)**

- a. On Thursday, January 15, 2026, thirty-nine Sayreville War Memorial High School RUBY students and four faculty members to Rutgers University, Piscataway, NJ. Students will participate in an experimental learning program to prepare for college. **Two** Board buses will be utilized in a at a cost of \$402.00 (salary \$324.00 – fuel \$78.00) per bus for a **total of \$804.00** to be paid by the Board of Education

- b. On December 12, 2025, **February 6, 2026**, and **April 24, 2026**, twenty-nine Sayreville High War Memorial School Heroes and Cool Kids students and three faculty members to Samsel Upper Elementary School, Parlin, NJ. Students will be mentoring Grade 5 students. One Board bus will be utilized at a cost of \$142.00 (salary \$135.00 - fuel \$7.00) to be paid by the Board of Education.

38. The Board of Education of Sayreville approved the following Sayreville War Memorial High School Winter Guard Competition trips. One Board bus will be utilized to transport eighteen students, three faculty members and three chaperones for each trip. Buses are to be paid by the Board of Education. The Board truck is also requested.

Date	Location	Cost
January 31, 2026	Hillsborough High School	\$576.00
February 7, 2026	Lakeland Regional High School	\$646.00
February 28, 2026	South Brunswick High School	\$556.00
March 21, 2026	Hunterdon Central High School	\$596.00
March 28, 2026	Elizabeth High School	\$ 556.00
April 18, 2026	Lehigh University/Stabler Arena, Bethlehem, PA	\$ TBD

39. The Board of Education of Sayreville approved eighty Sayreville Middle School 7th Grade Science students and eight faculty members to the Water Treatment Plant, Sayreville, NJ on the dates listed below. Students will learn about trade and tour the facility. Two Board buses will be utilized on each date to be paid by the Board of Education.

Date	Cost Per Bus	Total
Wednesday, February 4, 2026	\$114.00	\$228.00
Thursday, February 5, 2026	\$114.00	\$228.00
Wednesday, February 11, 2026	\$114.00	\$228.00
Thursday, February 12, 2026	\$114.00	\$228.00

40. The Board of Education of Sayreville approved eighty Sayreville Middle School 7th Grade Science students and eight faculty members to Middlesex County Utilities Authority, East Brunswick, NJ on the dates listed below. Students will learn about trade and tour the facility. Two Board buses will be utilized on each date to be paid by the Board of Education.

Date	Cost Per Bus	Total
Wednesday, February 4, 2026	\$114.00	\$228.00
Thursday, February 5, 2026	\$114.00	\$228.00
Wednesday, February 11, 2026	\$114.00	\$228.00
Thursday, February 12, 2026	\$114.00	\$228.00

41. The Board of Education of Sayreville approved the following trips:
- a. On Wednesday, December 17, 2025, twenty-three Samsel Upper Elementary School TAG students and three faculty members to Thomas Edison National Historical Park, West Orange, NJ. Students will learn about the library and laboratory of the most influential contributor to the Industrial Revolution in US History. One Board bus will be utilized at a cost of \$345.50 (\$277.50 salary - \$68.00 fuel) to be paid by the Board of Education.
 - b. On Thursday, December 18, 2025, twenty Samsel Upper Elementary School TAG students and three faculty members to Thomas Edison National Historical Park, West Orange, NJ. Students will learn about the library and laboratory of the most influential contributor to the Industrial Revolution in US History. One Board bus will be utilized at a cost of \$345.50 (\$277.50 salary - \$68.00 fuel) to be paid by the Board of Education.

- c. On Thursday, December 18, 2025, thirty-two Sayreville Middle School MD students and thirteen faculty members to Camillo's Restaurant, Sayreville, NJ. MD Students will meet their high school teachers and peers. One Board bus will be utilized at a cost of \$173.50 (salary \$166.50 - fuel \$7.00) per bus for a total of \$347.00 to be paid by the Board of Education.
- d. On Thursday, December 18, 2025, thirty Sayreville War Memorial High School MD students and eleven faculty members to Camillo's Restaurant, Sayreville, NJ. MD Students will be practicing social skills during holiday lunch with their peers. Two Board buses will be utilized at a cost of \$173.50 (salary \$166.50 - fuel \$7.00) per bus for a total of \$347.00 to be paid by the Board of Education.
- e. On Thursday, December 18, 2025, one Sayreville War Memorial High School film making student and one faculty member to Bombers Beyond Café, Sayreville, NJ. The student will be filming for the Garden State Film Festival at the cafe. One Board bus will be utilized at a cost of \$173.50 (salary \$166.50 - fuel \$7.00) to be paid by the Board of Education.
- f. On Thursday, December 18, 2025, eight Emma L. Arleth Elementary School Bell Ringer students and one faculty member to Bombers Beyond Café, Sayreville, NJ. Students will perform music at the cafe. One Board bus will be utilized at a cost of \$173.50 (salary \$166.50 - fuel \$7.00) to be paid by the Board of Education.
- g. On Monday, December 22, 2025, eight Sayreville War Memorial High School Tomorrow's Teachers students to Emma L. Arleth Elementary School, Parlin, NJ. Students will be assisting in "Polar Express Day." One Board bus will be utilized at a cost of \$118.00 (salary \$111.00 - fuel \$7.00) to be paid by the Board of Education.
- h. On Wednesday, January 7, 2026, thirty Sayreville Middle School ECOS students and three faculty members to NJ Natural Gas, Wall, NJ. Students will learn about conservation, sustainability, and clean energy initiatives. One Board bus will be utilized at a cost of \$307.00 (salary \$247.00 - fuel \$60.00) to be paid by the Board of Education.
- i. On Wednesday, January 7, 2026, nine Sayreville War Memorial High School Student Council students and two faculty members to The College of New Jersey, Ewing, NJ. Students will meet with other members throughout the Garden State to share ideas. One Board bus will be utilized at a cost of \$402.00 (salary \$324.00 – fuel \$78.00) to be paid by the Board of Education.
- j. On Friday, January 9, 2026, two hundred and fifteen Sayreville War Memorial High School DECA students and twenty-one faculty members to Kean University, Union, NJ. Students will attend the DECA District Conference. Six buses will be contracted from Coach America at a cost of \$1,290.00 per bus for a total of \$7,740.00 to be paid by the Board of Education.
- k. On Saturday, January 10, 2026, twenty-five Sayreville War Memorial High School AF JROTC students and two faculty members to Piscataway High School, Piscataway, NJ. Cadets will participate in a drill competition. One Board bus will be utilized at a cost of \$320.50 (salary \$256.50 – fuel \$64.00) to be paid by the Board of Education.
- l. On Wednesday, January 14, 2026, twenty-three Sayreville War Memorial High School Marine Biology AP students and two faculty members to Adventure Aquarium, Camden, NJ. Marine Biology students will complete their 2nd Quarter Exam Project. One Board bus will be utilized at a cost of \$556.00 (salary \$396.00 - fuel \$140.00 - tolls \$20.00) to be paid by the Board of Education.
- m. On Friday, January 16, 2026, fifteen Sayreville War Memorial High School FBLA students and two faculty members to Monroe Township High School, Monroe Township, NJ. Students will attend the NJ FBLA Central Region Summit. One

Board bus will be utilized at a cost of \$231.00 (salary \$171.00 – fuel \$60.00) to be paid by the Board of Education.

- n. On Thursday, January 22, 2026, twelve Sayreville War Memorial High School Children’s Literature students and one faculty member to Acelero Learning, South Amboy, NJ. Students will have the opportunity to read/teach at the pre-school. One Board bus will be utilized at a cost of \$173.50 (salary \$166.50 - fuel \$7.00) to be paid by the Board of Education.
- o. On Friday, January 23, 2026, twenty-five Sayreville War Memorial High School AFJROTC students and two faculty members to Sayreville Historical Society, Sayreville, NJ. Students will view Military History at the museum. One Board bus will be utilized at a cost of \$173.50 (salary \$166.50 - fuel \$7.00) to be paid by the Board of Education.
- p. On Wednesday, February 4, 2026, thirty Project Before - Woodrow Wilson students and two faculty members to Project Before - Cheesequake Preschool, Matawan, NJ. Students will participate in the PTO Assembly. One Board bus will be utilized at a cost of \$173.50 (salary \$166.50 - fuel \$7.00) to be paid by the Board of Education.
- q. On Saturday, February 7, 2026, twelve Sayreville War Memorial High School AP Art History students, and two faculty members to Cathedral of Saint John the Devine, New York, NY. Students will view and study the work they are learning in class. One Board bus will be utilized at a cost of \$428.00 (salary \$333.00 - fuel & tolls \$95.00) to be paid by the Board of Education.
- r. On Wednesday, February 11, 2026, twelve Sayreville War Memorial High School Wellness students and two faculty members to Sayreville Middle School, Parlin, NJ. Students will be teaching middle school students coping skills. One Board bus will be utilized at a cost of \$74.00 (salary \$57.00 - fuel \$7.00) to be paid by the Board of Education.
- s. On Saturday, February 28, 2026, twenty-three Sayreville War Memorial High School Odyssey of the Mind students, one faculty member and one outside chaperone to JP Stevens High School, Edison, NJ. Students will compete in the Odyssey of the Mind NJ State Tournament. One Board bus will be utilized at a cost of \$270.00 (salary \$222.00 - fuel \$48.00) to be paid by the Board of Education. The Board truck is also requested.
- t. On Thursday, March 19, 2026, thirty-nine Sayreville War Memorial High School RUBY students and four faculty members to Rutgers University, Piscataway, NJ. Students will participate in an experimental learning program to prepare for college. Two Board buses will be utilized at a cost of \$402.00 (salary \$324.00 – fuel \$78.00) per bus for a total of \$804.00 to be paid by the Board of Education
- u. On Sunday, March 22, 2026, thirteen students from the Sayreville War Memorial High School Golf team and four faculty members to Newark Airport for the Golf Team Field Trip and return on Tuesday, March 24, 2026, from Newark Airport to Sayreville War Memorial High School. One Board bus will be utilized each way at an approximate total cost of \$566.00 to be paid by the Board of Education.
- v. On Thursday, March 26, 2026, three Sayreville War Memorial High School Wellness students and two faculty members to Sayreville Middle School, Parlin, NJ. Students will be teaching middle school students coping skills. One Board bus will be utilized at a cost of \$74.00 (salary \$57.00 - fuel \$7.00) to be paid by the Board of Education.
- w. On Friday, April 17, 2026, thirty-five Sayreville War Memorial High School American Sign Language students and three faculty members to Gallaudet University, Washington D.C. Students will learn more about the Deaf community. One bus will be contracted from Coach America at a cost of \$2,690.00 to be paid by the Board of Education.

Mrs. Hernandez asked why a bus is being used for items R and V in the above item. Dr. Labbe and Mrs. Grossman responded.

42. The Board of Education of Sayreville approved Registration/Admission fees for the following events:

- a. On Friday, January 9, 2026, two hundred fifteen Sayreville War Memorial High School DECA students and twenty-one chaperones at the NJ DECA Conference at Kean University. Registration/Admission Fees of \$20.00 per student for a total cost of \$4,300.00 to be paid by the Board of Education.
- b. On Saturday, February 28, 2026, twenty-two Sayreville War Memorial High School Odyssey of the Mind students (4 teams), one faculty member, and one outside chaperone at the NJ Gateway Tournament at JP Stevens High School. Registration/Admission Fees of \$75.00 per team for a total cost of \$300.00 to be paid by the Board of Education.

A – VISION 2030: FINANCE & INFRASTRUCTURE ADDENDUM

FINANCE

43. The Board of Education of Sayreville approved Change Order M-7 to the contract with Preferred Mechanical, Inc. for HVAC Upgrades at Selover School, Emma L. Arleth Elementary School, and Sayreville War Memorial High School for new electric heat at Emma L. Arleth Elementary School to be deducted from the remaining allowance balance of \$57,437.40 leaving an allowance balance of \$52,488.40.

44. The Board of Education of Sayreville approved the purchase of the following items from MAP Restaurant Supplies in the total amount of \$6,353.10 to be paid using funds from the Food Services Account. Pricing obtained from Hunterdon County Educational Services Commission of New Jersey bid for Food Service Supplies & Equipment, bid # HCESC-Cat-22-08:

School	Item	Qty	Cost Per	Total
Sayreville War Memorial	Heated Holding Proof Cabinet	1	\$3,176.55	\$3,176.55
Emma L. Arleth	Heated Holding Proof Cabinet	1	\$3,176.55	\$3,176.55

45. The Board of Education of Sayreville approved the purchase of 200 Dell Laptops from CDW Government, Inc. in the amount of \$655.00 for a total cost of \$131,000.00. Pricing obtained through Educational Services Commission of New Jersey bid #ESCNJ/APEA-22G for Technology Catalog – Supplies and Services.

SUPPORT SERVICES

46. The Board of Education of Sayreville approved additional days to the following temporary transportation routes for the 2025-2026 school year:

Host: Educational Services Commission of New Jersey
 Route: 551EC
 School: Sayreville Middle School
 Cost: \$303.45 per diem x 39 days
 Total Cost: \$11,834.55

Host: Educational Services Commission of New Jersey
 Route: 554EC
 School: CPC High Point School
 Cost: \$309.75 per diem x 37 days
 Total Cost: \$11,460.75

B – VISION 2030: STUDENT ACHIEVEMENT

1. The Board of Education of Sayreville approved the long-term suspension of the students listed below.

- 7919938413
- 7950836822
- 6894769237

CURRICULUM

2. The Board of Education of Sayreville approved the revised Physical Education Grade 10 Curriculum Guide.

3. The Board of Education of Sayreville approved the course name changes indicated below beginning with the 2026-2027 school year.

Previous Course Name	New Course Name	School
21 st Century Skills & Careers	Pathways: Skills for Life and Work	SMS
Journalism and Public Speaking	Finding Your Digital Voice	SMS

4. The Board of Education of Sayreville approved the following new courses to be offered beginning the 2026-2027 academic year.

Course Title	School
Stage and Story	SWMHS
Exploring Art and Design	SWMHS
Choral Connections	SWMHS
3D Art and Design	SWMHS

CO-CURRICULUM

5. The Board of Education of Sayreville approved the new SWMHS Student Organizations listed below.

- High School Flight Crew Dance Team
- SWMHS eSports
- Club America
- Wellness Club
- Mind Meets Machine
- Icing with Impact
- United Medical Alliance

Mrs. Pabon asked how new clubs are initiated and formed. Dr. Labbe and Mrs. Grossman responded.

C – VISION 2030: GOVERNANCE

1. The Board of Education of Sayreville approved the November 18, 2025, through December 15, 2025, HIB Report, including any investigations and/or recommendations for action provided by the Superintendent (attached to preserve confidentiality).

HIB Information for 2025-2026

Month	SWMHS	SMS	SUES	AES	EES	TES	WES	Project Before	Totals
September									
Number of Incidents Reported	2	1	0	1	0	0	0	0	4
Number of Incidents Investigated	1	1	0	1	0	0	0	0	3

Month	SWMHS	SMS	SUES	AES	EES	TES	WES	Project Before	Totals
Number of Confirmed Cases	0	1	0	1	0	0	0	0	2
Number of Unconfirmed Cases	1	0	0	0	0	0	0	0	1
October									
Number of Incidents Reported	3	4	3	2	1	0	1	0	14
Number of Incidents Investigated	3	4	3	1	1	0	1	0	13
Number of Confirmed Cases	2	0	2	0	0	0	1	0	5
Number of Unconfirmed Cases	1	4	1	1	1	0	0	0	8
November									
Number of Incidents Reported	4	2	1	1	0	0	0	0	8
Number of Incidents Investigated	4	2	1	1	0	0	0	0	8
Number of Confirmed Cases	4	1	1	1	0	0	0	0	7
Number of Unconfirmed Cases	0	1	0	0	0	0	0	0	1
December									
Number of Incidents Reported	3	2	0	3	0	0	0	0	8
Number of Incidents Investigated	3	2	0	0	0	0	0	0	5
Number of Confirmed Cases	1	1	0	0	0	0	0	0	2
Number of Unconfirmed Cases	2	1	0	0	0	0	0	0	3
TOTALS									
Number of Incidents Reported	12	9	4	7	1	0	1	0	34
Number of Incidents Investigated	11	9	4	3	1	0	1	0	29
Number of Confirmed Cases	7	3	3	2	0	0	1	0	16
Number of Unconfirmed Cases	4	6	1	1	1	0	0	0	13

2. The Board of Education of Sayreville approved the new and revised BOE policies and regulations listed below for a First Reading. Attachment C-1

- P/R2535 Library Material (New)
- P/R2530 Resource Materials (Revised)

C - VISION 2030: GOVERNANCE - ADDENDUM

3. The Board of Education of Sayreville approved a settlement agreement in the matter of Greenskies vs. Sayreville Board of Education; and Sayreville Board of Education vs. Greenskies, EZenergy, LLC and Clean Focus Yield, LLC, Superior Court of New Jersey Law Division, Civil Part, Middlesex County, DOCKET NO. MID-L-000022-25, related to the Sayreville War Memorial High School Solar PPA Projects. The Superintendent, Business Administrator/Board Secretary, and Board Counsel are hereby authorized to take all actions that may be necessary to effectuate this action of the Board.

Mr. Smith noted that the Solar Energy revenue generated from this project will be district revenue. Dr. Labbe responded.

D – VISION 2030: PERSONNEL

Approval of Retirement(s)

1. The Board of Education of Sayreville approved to honor the retirement(s) as indicated below for the 2025-2026 school year.

Name	Position	Department/ Location	Effective Dates
Prignano, Michael	Lead Custodian	SUES	July 1, 2026
Taylor, Lynn	Physical Education Teacher	SUES	July 1, 2026

Dr. Labbe advised that Lynn Taylor has been with the Sayreville School District since 1999. During that time, she taught Physical Education at the Sayreville Middle School and the Samsel Upper Elementary School and served as the Athletic Director. Ms. Taylor has built strong relationships with her students and colleagues. She has helped rewrite curricula, hosted camps and clubs, and served on multiple committees. Dr. Labbe thanked her for enriching the lives of countless students and colleagues and wished her the best in retirement.

Dr. Labbe advised that Michael Prignano has been a custodian with the Sayreville School District since 1999. Mr. Prignano has been a reliable, dedicated presence on our night shift. His hard work, steady commitment, and the countless behind-the-scenes contributions will be missed. Dr. Labbe congratulated Mr. Prignano on his retirement and thanked him for the years of service.

Approval of Resignation(s)

2. The Board of Education of Sayreville approved the resignation(s) as indicated below for the 2025-2026 school year.

Name	Position	Department/Location	Effective Dates
Chanderjit, Divya	Part-time Paraprofessional (BD)	Eisenhower School	01/09/2026
Gomez Nunez, Juan	Substitute Teacher	District	<i>Retroactive</i> 12/11/2025
Lajara-Lajara, Evelyn	Custodian	SUES	<i>Retroactive</i> 11/30/2025
Steidl, Victoria	Special Education Math Teacher	SMS	<i>On or before</i> 01/26/2026

Approval of Rescindment(s)

3. The Board of Education of Sayreville approved the rescindment(s) of the approvals as indicated below for the 2025-2026 school year.

Name	Position	Location
Safder, Nadia	Part-time Paraprofessional	Project Before Cheesequake

Approval of Suspension(s)

4. The Board of Education of Sayreville retroactively approved the suspension with pay for Anthony Ventura, Bus Mechanic, from December 12, 2025, through December 16, 2025.

Approval of Termination(s)

5. The Board of Education of Sayreville approved to terminate the employment of Anthony Ventura, Bus Mechanic, effective December 16, 2025.

6. The Board of Education of Sayreville approved to retroactively terminate the

employment of Darlene Cunha, Part-time Paraprofessional, effective December 11, 2025.

Approval of Contractual Retirement Payment(s)

7. The Board of Education of Sayreville approved the contractual retirement payment(s) as indicated below.

Name	Position	Location	Retirement Payments	Years of Service
Schifman, Mindy	Full-time Bus Aide	District	\$3,255.00	34

Approval of Contractual Vacation Payment(s)

8. The Board of Education of Sayreville approved the contractual vacation payments as indicated below.

Name	Position	Location	Vacation Day Payments
Perone, Thomas	Maintenance Worker	District	\$194.44

Approval of Degree Status Upgrades, Salary Amendments and Corrections

9. The Board of Education of Sayreville approved the salary amendments of the following Cooperative Education Students as indicated below for the remainder of the 2025-2026 school year. The hourly rate will increase to **\$15.92** starting January 1, 2026. *Any changes made to previous approvals are in **bold** type.*

Student Name	Assignment
Ahmed, Noor	Bombers Beyond Café & Apparel
Ajekum, Ivana	SWMHS - Guidance Office
Aly, Youssef	Bombers Beyond Café & Apparel
Beals, Michael	Bombers Beyond Café & Apparel
Benitez, Jaida	Arleth School - Media Center
Bigata, Hannah	SUES - Media Center
Davis, Tyler	Bombers Beyond Café & Apparel
Flemming, Jaelyn	Wilson School - Media Center
Gladden, Riley	Bombers Beyond Café & Apparel
Gregory, Trinahty	SMS - Main Office
Gryczynska, Anna	Truman School - Media Center
Jarbeck, Kevin	Bombers Beyond Cafe & Apparel
Kirk, Christopher	Bombers Beyond Café & Apparel
LaSalle, Felix	Bombers Beyond Café & Apparel
Manyango, Nora	SWMHS - Media Center
Muller, Sofia	Eisenhower School - Media Center
Nivar, Damian	Bombers Beyond Café & Apparel
Perez, Theresa	Bombers Beyond Café & Apparel
Rios Carrion, Dante	Bombers Beyond Café & Apparel

10. The Board of Education of Sayreville approved the salary corrections for following non-certificated personnel for the remainder of the 2025-2026 school year. *Any changes made to previous approvals are in **bold** type.*

Name	Location	Assignment	2025-2026 Salary	Effective Dates
Jurczak, Alicja	District	Bus Aide (5.25 Hours)	\$20.00 Hourly Prorated Salary \$19,425 (Step 11)	<i>Retroactive</i> 12/01/2025 through 06/30/2026

11. The Board of Education of Sayreville approved the effective date amendments to the personnel indicated below for the remainder of the 2025-2026 school year. *Any changes made to previous approvals are in **bold** type.*

Name	Assignment	Amended Effective Dates
Arena, Melissa	Substitute Teacher	11/25/2025
Bagchi, Mita	Replacement Grade 3 Teacher	12/03/2025 through 04/30/2026
Floyd, Maryum	Substitute Paraprofessional	12/02/2025
Garas, Eriny	Part-time Paraprofessional	11/26/2025
LaTempa, Denise	Non-certificated Substitute	12/02/2025
Mangan, Anthony	Cafeteria Worker/Driver	12/09/2025
Mendez, Kenia	Lunchroom/Playground Aide	12/08/2025
Patel, Nayna	Part-time Paraprofessional	11/25/2025
Phelps, Wanda	Substitute Custodian	12/02/2025
Robinson, Arina	Substitute Administrator	11/24/2025
Torres, Christina	Social Worker	01/13/2026
Tucker, Rodnae	Substitute Speech Language Specialist	12/04/2025
Wolfe, Ethan	Substitute Teacher	11/25/2025
Zapoticzny, Anthony	Substitute Teacher	12/01/2025

Approval of Leave Requests and Modifications

12. The Board of Education of Sayreville approved the leaves of absence and modifications for the remainder of the 2025-2026 school year as listed below. *Any changes made to previous approvals are in **bold** type.*

Staff Name	Position	Department or School	Type of Leave of Absence	Effective Dates
Anthony, Ruth	Part-time Paraprofessional	Truman School	Unpaid Medical Leave	10/25/2025 through 02/17/2026
Archer, Ashleigh	Grade 3 Special Education Teacher	Truman School	Disability	02/23/2026 through 03/17/2026
			Unpaid Medical Leave	03/18/2026 through 04/13/2026
			Unpaid Childrearing Leave	04/14/2026 through 06/30/2026
Bates, Richard	Automotive Technology Teacher	SWMHS	Unpaid Medical Leave	<i>Retroactive</i> 12/15/2025 through 12/31/2025
Berardi, Robert	Bus Driver	District	Disability	12/17/2025 through 01/07/2026

Staff Name	Position	Department or School	Type of Leave of Absence	Effective Dates
Currie, Tara	Science Teacher	SMS	Disability	<i>Retroactive</i> 11/21/2025 through 01/09/2026
Dancer, Desiree	Art Teacher	SUES	Disability Unpaid Medical Leave	<i>Retroactive</i> 12/01/2025 through 12/02/2025 12/03/2025 through 12/09/2025
Davila Talavera, Janeth	Cafeteria Worker	SMS	Disability	<i>Retroactive</i> 12/12/2025 through 01/01/2026
Fuentes, Lauren	Purchasing Secretary	Business Office	Disability Unpaid Medical Leave Unpaid Childrearing Leave	03/13/2026 through 04/23/2026 04/24/2026 through 05/01/2026 05/02/2026 through 06/30/2026
Gehris, Allison	Special Education Teacher	Arleth School	Disability Unpaid Medical Leave Unpaid Childrearing Leave	04/10/2026 through 05/13/2026 05/14/2026 through 05/21/2026 05/22/2026 through 06/30/2026
Mages, Laura	Grade 3 Teacher	Truman School	Disability	<i>Retroactive</i> 12/04/2025 through 01/29/2026
Sosnak, Jeffrey	Campus Monitor	District	Disability	<i>Retroactive</i> 11/24/2025 through 12/09/2025

Staff Name	Position	Department or School	Type of Leave of Absence	Effective Dates
Thomas, Jacqueline	Part-time Paraprofessional	SMS	Disability	<i>Retroactive</i> 12/02/2025 through 12/04/2025
			Unpaid Medical Leave	12/05/2025 through 12/30/2025
			Unpaid Childrearing Leave	12/31/2025 through 01/30/2026
Tibbitt, Margaret	Special Education Teacher	SUES	FMLA	<i>Retroactive</i> 11/10/2025 through 11/28/2025

13. The Board of Education of Sayreville approved the leaves of absence and modifications for the 2026-2027 school year as listed below. *Any changes made to previous approvals are in **bold** type.*

Staff Name	Position	Department or School	Type of Leave of Absence	Effective Dates
Fuentes, Lauren	Purchasing Secretary	Business Office	Extended Childrearing Leave	07/01/2026 through 03/12/2027
Gehris, Allison	Special Education Teacher	Arleth School	FMLA	09/01/2026 through 11/13/2026

Approval of New Hires and Modifications

14. The Board of Education of Sayreville approved the employment of certificated personnel at the salaries and assignments indicated below for the remainder of the 2025-2026 school year. *Any changes made to previous approvals are in **bold** type.*

Name	Location	Assignment	2025-2026 Salary	Effective Dates	Track
D'Ambrosio, Gerard <i>(R. Bates)</i>	SWMHS	Replacement Automotive Technology Teacher	Prorated Salary \$63,000 (BA, Step 4)	09/16/2025 through 12/23/2025	Non-tenure
Lopez, James <i>(E. Hall)</i>	SWMHS	Special Education English Teacher	Prorated Salary (\$71,800 + \$125 Stipend =) \$71,925 (BA, Step 7)	<i>On or before</i> 02/17/2026 through 06/30/2026	Tenure
Paulus, Megan <i>(G. Morosco)</i>	SUES	Grade 5 Special Education Teacher	Prorated Salary (\$64,500 + \$125 Stipend =) \$64,625 (MA, Step 3)	<i>Retroactive</i> 12/01/2025 through 06/30/2026	Tenure
Spiecker, Susan <i>(D. Dancer)</i>	SUES	Replacement Art Teacher	Prorated Salary \$62,000 (BA, Step 3)	09/01/2025 through 12/09/2025	Non-tenure

15. The Board of Education of Sayreville approved the employment of the non-certificated personnel at the salaries and assignments indicated below for the remainder of the 2025-2026 school year.

Name	Location	Assignment	2025-2026 Salary	Effective Dates
Boye, Gibson <i>(S. Przybylski)</i>	District	Bus Driver (6 Hours)	\$32.00 Hourly Prorated Annualized Salary \$37,632 (Step 1)	01/02/2026 through 06/30/2026
Ciallella, Maryann <i>(K. Curcio)</i>	SMS	Lunchroom/ Playground Aide <i>*Not to exceed 14.5 hours/week</i>	\$15.49 Hourly Prorated Annualized Salary \$8,175.62	12/17/2025 through 06/30/2026
Jalolova, Aziza <i>(A. Christensen)</i>	Project Before Cheesequake	Part-time Paraprofessional <i>*Not to exceed 29.5 hours/week</i>	\$15.50 Hourly Prorated Annualized Salary \$16,826.80 (Step 1)	*TBD
Okie, Alyson <i>(D. Cunha)</i>	Project Before Selover	Part-time Paraprofessional (1:1) <i>*Not to exceed 29.5 hours/week</i>	\$15.50 Hourly Prorated Annualized Salary \$16,826.80 (Step 1)	*TBD
Ramos, Kayla <i>(new position)</i>	Arleth School	Part-time Paraprofessional (1:1) <i>*Not to exceed 29.5 hours/week</i>	\$15.50 Hourly Prorated Annualized Salary \$16,826.80 (Step 1)	*TBD

**Conditional upon final approval by the N.J. Department of Education Criminal History Review*

Approval of Transfers

16. The Board of Education of Sayreville approved the transfer of the non-certificated personnel as indicated below for the remainder of the 2025-2026 school year at the salaries and assignments indicated below.

Name	Previous Assignment	New Assignment	2025-2026 Salary	Effective Dates
Miller, Stacey <i>(new position)</i>	Full-time Support Secretary Business Office	Payroll Processor – Administrative Secretary Business Office	Prorated Salary \$43,700 (Step 3)	01/01/2026 through 06/30/2026

17. The Board of Education of Sayreville approved the transfer of the non-certificated personnel as indicated below for the remainder of 2025-2026 school year with no salary change.

Name	Previous Assignment	New Assignment	Effective Dates
Anjum, Neelam <i>(new assignment)</i>	Part-time Paraprofessional (POR) Eisenhower School	Part-time Paraprofessional (1:1) Eisenhower School	<i>Retroactive</i> 12/08/2025 through 06/30/2026

Approval of Coaches

18. The Board of Education of Sayreville approved the employment of the Coaches for the Fall, Winter and Spring Seasons and their Stipends as indicated below for the 2025-2026 school year.

Assignment	Last Name	First Name	Stipend
GROUP #2 BASE			
Spring Track – Boys & Girls			
#6 Assistant Coach	Sutton	Dennis	\$7,090
Lacrosse – Boys			
#2 Assistant Coach	Andrewshetsko	Gary	\$7,090
Volleyball - Boys			
#1 Assistant Coach	Annett	Bryant	\$7,090
GROUP #3 BASE			
Girls Flag Football			
Head Varsity Coach	Burns	Julianna	\$8,659

Approval of Advisors

19. The Board of Education of Sayreville approved the employment of the Advisors, and their stipends as indicated below for the school year 2025-2026. *Any changes made to previous approvals are in **bold** type.*

Title	Last Name	First Name	Stipend
GROUP #3 BASE			
Choral Director – MS	Palma Ruiz	Patsy Dorothyann	\$3,092
Stage Production – Art	Mergner	Michael	\$4,417
GROUP #4 BASE			
Stage Production – Technical	Sanford	Justin	\$2,667
GROUP #5 BASE			
MS Chorus – Grade 6	Palma Ruiz	Patsy Dorothyann	\$1,774

Approval of Substitutes

20. The Board of Education of Sayreville approved the employment of substitute certificated personnel as indicated below for the remainder of the 2025-2026 school year.

Name	Position	Class	Effective Dates
Beshara, Mariam	Substitute Teacher	Class I	*TBD
Cosaj, Anita	Substitute Teacher	Class I	12/17/2025
Gluchowski, Matthew	Substitute Teacher	Class I	*TBD
Holon, Monica	Substitute Teacher	Class II	12/17/2025
Moreira, Ana	Substitute Teacher	Class II	*TBD
Pascarella, Brian	Substitute Teacher	Class II	12/17/2025
Saignor, Melissa	Substitute Teacher	Class II	*TBD
Shah, Anavi	Substitute Nurse	Class IV	*TBD
Spiecker, Susan	Substitute Teacher	Class II	<i>Retroactive</i> 12/10/2025
Vant, Jessica	Substitute Teacher	Class I	12/17/2025
Williams, Abraham	Substitute Teacher	Class II	*TBD

**Conditional upon final approval by the N.J. Department of Education Criminal History Review*

21. The Board of Education of Sayreville approved the employment of substitute non-certificated personnel as indicated below for the remainder of the 2025-2026 school year.

Name	Position	Effective Dates
Cuevas, Lisa	Non-certificated Substitute	12/17/2025
Cunha, Darlene	Non-certificated Substitute	12/17/2025
Garcia, Denisse	Non-certificated Substitute	*TBD

**Conditional upon final approval by the N.J. Department of Education Criminal History Review*

Approval of Certificated Staff Coverages

22. The Board of Education of Sayreville approved the employment of the following personnel on an as-needed basis to cover certificated staff on a leave of absence at their hourly rate.

Name	Hourly Rate
DiBernardo, Gina	\$71.26
Kong, Cecily	\$71.26

Approval of Certificated Staff Covering at 1/6 Daily Rate

23. The Board of Education of Sayreville approved the certificated staff and coverage rates of pay as indicated below to receive 1/6 of their daily rate to cover a certificated staff member. These rates of pay begin on the 21st day of coverage.

Name	Coverage 1/6 Daily Rate of Pay
Abdelsayed, Anthony	\$50.83
Carnevale, Darci	\$86.94
Catanzaro, Erin	\$51.67
Centimole, Laurie	\$58.33
Horzepa, Michele	\$50.83
Howard, Kimberly	\$54.58
Leber, Julie	\$84.02
Londregan, Kenneth	\$67.77
Marsh, Kimberly	\$86.00
Minnuies, Laura	\$88.52
Pawelek, Lisa	\$88.60
Rubay, Leann	\$53.85

Approval of Curriculum Writers

24. The Board of Education of Sayreville approved the following curriculum writers for the curriculum guide at total stipend indicated below.

Curriculum Guide	Writer(s)	Total Stipend
Grade 4 Technology	Ebbighausen, Dana	\$600
Grade 5 Technology	Karmazin, Taylor	\$600

Approval of Personnel for Tier 3 Intervention Services

25. The Board of Education of Sayreville approved the employment of the following personnel to deliver Tier 3 services on an as-needed basis. Payment is pro-rated at a rate of \$60 per hour.

Name	Location
Cronin, Brooke	SWMHS
Fox-Greer, Jacqueline	SWMHS
Hoadley, Merritt	SWMHS
Mojzsis, Catherine	SWMHS

Name	Location
Moran, Hannah	SWMHS
VanDoren, Lisa	SWMHS

Approval of Personnel for Literacy and Mathematics Academies

26. The Board of Education of Sayreville approved the personnel below to facilitate English Language Arts and Mathematics Academies on an as-needed basis for the 2025-2026 school year at the hourly rate of \$60 paid using Title I ESEA grant funds.

Name	Academy	School
Parisen, Nicole	Math & Literacy	Wilson School

Approval of ABC Counseling Facilitators

27. The Board of Education of Sayreville approved the following staff members to facilitate Adventure Based Counseling at a rate of \$60 per hour to be paid using ESEA ‘26 Federal Title IV grant funds.

Chupka, Carly
 Fischer, David
 Velardi, Michael

Approval of Personnel for NJ Graduation Proficiency Assessment Bootcamp

28. The Board of Education of Sayreville approved the following staff members to facilitate NJGPA Bootcamp on an as-needed basis dependent on student enrollment at a prorated rate of \$60 per hour.

Ferraro, Courtney
 Jayaraman, Valarmathi
 Johnson, Maura
 Pataky, Jacqueline
 Robinson, Chantel
 Rodis, Sarah
 Tribel, Kurt

Approval of Paraprofessionals to Provide Support and Supervision

29. The Board of Education of Sayreville retroactively approved the following paraprofessionals to provide support and supervision during an after-school activities at their contracted rate, not to exceed the hours indicated below. *Any changes made to previous approvals are in **bold** type.*

Name	Activity	Maximum # of Hours
Araneo, Cheryl	Theater Production - SWMHS	9.5
Morales, Maritza	Theater Production - SWMHS	31
Ramirez, Danielle	Theater Production - SWMHS	5
Sauter, Jennifer	Theater Production - SWMHS	22.75

Approval of Personnel for Family Engagement Workshops

30. The Board of Education of Sayreville approved a Substitute for all family/student workshops at a prorated rate of \$60 per hour to be paid out of Preschool Expansion Aid Grant.

Lerner, Heather

31. The Board of Education of Sayreville approved the following staff to facilitate the SMS Title I ASI Parent Family Engagement Event on January 14, 2026, at a prorated rate of

\$60 per hour to be paid out of FY26-ESEA Title I Grant, Parent Family Engagement Reserve.

Belotti, Lori
 Cavallaro, Mary
 Geison, Kulsum
 Kirschbaum, Lori
 Lynch, Barbara
 McVicar, Kristine

Approval of Staff Not Covered by a Bargaining Unit for the remainder of the 2025-2026 School Year

32. The Board of Education of Sayreville approved the following Staff Not Covered by a Bargaining Unit for the remainder of the 2025-2026 school year, with an effective date of January 1, 2026, due to the changes in the State of New Jersey’s minimum wage requirements as indicated in Attachment D-1.

- Lunchroom Playground Aides
- Hall Monitors

Approval of Professional Days

33. The Board of Education of Sayreville approved the following professional days at the amounts listed in addition to mileage at the employee’s respective contractually negotiated rate. *Any changes made to previous approvals are in **bold** type.*

Name	Professional Day	Date	Registration Fee
Andrewshetsko, Gary	Glazier Football Clinics	02/20/2026	Free
Carey, Jaquelyn	NJPSA Hot Issues in Discrimination Law	02/10/2026	Free
Dickson, Michele	School-Based SLPs Comprehensive Intervention for English Language Learners with Language Disorders	02/03/2026	\$295.00
DiPaolo, Angela	National Science Teaching Association (NSTA) 2026	04/15/2026 04/16/2026 04/17/2026	\$240.00 Title II
Dobrzynski, Lori Ann	Insight 2026: Navigating The Now	03/06/2026	Free
Duda, Jeanna	Supporting Struggling Learners PSEL Standards 3,4,7 and 10	01/06/2026	\$195.00
Errico, Antonia	Insight 2026: Navigating the Now	03/06/2026	Free
Faulkner, Melanie	NJECC 40th Annual NJ Statewide EdTech Conference	03/11/2026	\$120.00 Title IV
Flint, Jennifer	Insight 2026: Navigating the Now	03/06/2026	Free
Gassman, Lauren	National Science Teaching Association (NSTA) 2026	04/15/2026 04/16/2026 04/17/2026	\$240.00 Title II
Hornlein, Justin	The Role of the School Climate Team	01/16/2026	Free
Kennedy, Erica	Teaching Resilience (NJ State Bar Foundation)	01/15/2026	Free
Kong, Cecily	The Sensory Journey Summit A Neuroaffirming Roadmap to Skill-Building	01/13/2026	\$89.00

Name	Professional Day	Date	Registration Fee
Loch, Deanna	SEL: Resilience	01/15/2026	Free
Lynch, Barbara	Insight 2026: Navigating the Now	03/06/2026	Free
Merrick, Michelle	Bridging the Gap: Practical Strategies for Supporting Students with Autism in General Education	04/21/2026	\$100.00
Moccia, Christine	Beyond Class Management: Using a "Layered Approach" to Support Behavior	03/10/2026	\$100.00
Poore, Mark	Glazier Football Clinic	02/20/2026	Free
Provenza, Michael	Insight 2026: Navigating The Now	03/06/2026	Free
Reina, Samantha	Multicultural Awareness & Diversity: Powerful Strategies to Advance Client Rapport & Cultural Competence	01/16/2026	\$124.99
Romano, Danielle	Big Behaviors in Small Containers: 50 Trauma-informed Play Therapy Interventions for Disorders of Dysregulation	02/23/2026	\$106.94
Sacs, Lauren	Association of Student Assistance Professionals Conference	03/05/2026 03/06/2026	\$350.00
Scarpari, Michelle	Teaching Resilience (NJ State Bar Foundation)	01/15/2026	Free
Skala, Lori	Beyond Class Management: Using a "Layered Approach" to Support Behavior	03/10/2026	\$100.00
Stokes, Tyneesah	National Science Teaching Association (NSTA) 2026	04/16/2026 04/17/2026	\$240.00 Title II
Swanson, Emily	Teaching Resilience (NJ State Bar Foundation)	01/15/2026	Free
Tribel, Kurt	Insight 2026: Navigating the Now	03/06/2026	Free
Yvonnet, Erica	Navigating the AI Era in Education: Leveling Up Teaching and Learning with Artificial Intelligence	02/12/2026	\$180.00 Title IV

D – VISION 2030: PERSONNEL – ADDNEDUM

Approval of Resignation(s)

34. The Board of Education of Sayreville approved the resignation(s) as indicated below for the 2025-2026 school year.

Name	Position	Department/ Location	Effective Dates
Soriano, Debora	Grade 5 Replacement Special Education Teacher	SUES	<i>On or before</i> 02/12/2026

Approval of Leave Requests and Modifications

35. The Board of Education of Sayreville approved the leaves of absence and modifications for the remainder of the 2025-2026 school year as listed below. *Any changes made to previous approvals are in **bold** type.*

Staff Name	Position	Department or School	Type of Leave of Absence	Effective Dates
Gulics, Lynsey	Part-time Paraprofessional	Project Before Selover	Unpaid Medical Leave	12/22/2025 through 01/30/2026
			Unpaid Childrearing Leave	01/31/2026 through 04/10/2026
Kulpa, Doreen	Full-time Paraprofessional	SUES	Intermittent FMLA	<i>Retroactive</i> 12/06/2025 through 06/06/2026
Vicini, Bridget	District Health & Medical Information Systems & Data Management Specialist	Central Office	Disability	04/09/2026 through 05/14/2026
			FMLA	05/15/2026 through 06/16/2026
			Unpaid Personal Leave	06/17/2026 through 06/30/2026

Approval of New Hires and Modifications

36. The Board of Education of Sayreville approved the employment of certificated personnel at the salaries and assignments indicated below for the remainder of the 2025-2026 school year.

Name	Location	Assignment	2025-2026 Salary	Effective Dates	Track
Del Prete, Theresa <i>(C. Goldstein)</i>	Eisenhower School	Replacement Kindergarten Special Education Teacher	Prorated Salary \$65,500 (MA, Step 4)	*TBD	Non-tenure

**Conditional upon final approval by the N.J. Department of Education Criminal History Review*

37. The Board of Education of Sayreville approved the employment of the non-certificated personnel at the salaries and assignments indicated below for the remainder of the 2025-2026 school year.

Name	Location	Assignment	2025-2026 Salary	Effective Dates
Satani, Reshma <i>(R. Padmore Davis)</i>	Project Before Cheesequake	Part-time Paraprofessional <i>*Not to exceed 29.5 hours/week</i>	\$15.75 Hourly Prorated Annualized Salary \$16,826.80 (Step 2)	*TBD

**Conditional upon final approval by the N.J. Department of Education Criminal History Review*

Approval of Transfers

38. The Board of Education of Sayreville approved the transfer of the non-certificated personnel as indicated below for the remainder of 2025-2026 school year with no salary change.

Name	Previous Assignment	New Assignment	Effective Dates
Anthony, Ruth <i>(S. Hyland)</i>	Part-time Paraprofessional (1:1) Truman School	Part-time Paraprofessional (POR) Truman School	<i>Retroactive</i> 09/04/2025 through 06/30/2026
Frisch, Deliah <i>(new position)</i>	Part-time Paraprofessional (MD) SUES	Part-time Paraprofessional (ERI) SUES	<i>Retroactive</i> 12/11/2025 through 06/30/2026
Furtak, Agnieszka <i>(D. Frisch)</i>	Part-time Paraprofessional (POR) SUES	Part-time Paraprofessional (MD) SUES	<i>Retroactive</i> 12/11/2025 through 06/30/2026
Hammill, Ashley <i>(new assignment)</i>	Part-time Paraprofessional (MD) Arleth School	Part-time Paraprofessional (1:1) Arleth School	<i>Retroactive</i> 09/04/2025 through 06/30/2026
Hyland, Stephanie <i>(R. Anthony)</i>	Part-time Paraprofessional (POR) Truman School	Part-time Paraprofessional (1:1) Truman School	<i>Retroactive</i> 09/04/2025 through 06/30/2026

Approval of Substitutes

39. The Board of Education of Sayreville approved the employment of substitute certificated personnel as indicated below for the remainder of the 2025-2026 school year.

Name	Position	Class	Effective Dates
Fritz, Ashley	Substitute Teacher	Class I	*TBD

Approval of Personnel for Family Engagement Workshops

40. The Board of Education of Sayreville approved the following staff to facilitate the Title III ESL Parent Family Engagement Event being held virtually on January 26, 2026, at a prorated rate of \$60 per hour to be paid out of Federal Title III grant funds.

Name	School
Cicero, Shannon	Arleth School
Gottdenker, Stephanie	Eisenhower School
Leonard, Michelle	Truman School
Jamedar, Kelsey	Wilson School
Miller, Kyle	SUES
Cook, Cesarina	SMS
Hogan, Marissa	SMS/SWMHS
Parmar, Olesia	SWMHS

Approval of Professional Days

41. The Board of Education of Sayreville approved the following professional days at the amounts listed in addition to mileage at the employee’s respective contractually negotiated rate.

Name	Professional Day	Date	Registration Fee
Tsysin, Inna	ASHA Learning Pass	01/02/2026	Free

SUPERINTENDENT'S REPORT APPROVAL

Motion by Mr. Callahan, second by Mr. Smith. Roll call vote. Eight yes votes recorded. All motions carried. Yes votes recorded by Mr. Callahan, Mr. Fernandez, Mrs. Hernandez, Mrs. Maldonado, Mrs. Napolitano, Mrs. Pabon, Mr. Smith, and Mrs. Bloom. The Superintendent's Report was approved in its entirety.

PUBLIC PARTICIPATION

Jessia Vant, Scarlett Drive, commented on etiquette of Board members and Board of Education Policy 5756.

Mary Civinski, 44 Bissett Street, Sayreville, commented on Board of Education Policy 5756.

Mickey Fisher, Kierst Street, Sayreville, inquired if there is a district staff training on respectfully dealing with transgender students.

Joe Ryan, 12 Scarlett Drive, Sayreville, commented on Board of Education Policy 5756.

Kim Linley, Manalapan, commented on Open Public Meetings Act and Board of Education Policy 5756, and noted a prior meeting that microphone was not working during public session.

Kim Blanda, Old Bridge, commented on Board of Education Policy 5756.

Victoria Paypay, Pulaski Avenue, Sayreville, commented on Board of Education Policy 5756 and inquired about Board procedures regarding parents receiving information about students.

Atef Ghaly, Sayreville, read a letter from a Sayreville resident commenting on Board of Education Policy 5756.

BOARD COMMENTS

Mrs. Maldonado discussed Board of Education Policy 5756 and noted New Jersey School Boards Association clarifications.

Mr. Fernandez thanked two students who helped with snow removal for residents. He also thanked the custodians, maintenance staff, and Mr. Kolmansperger.

NEXT MEETING DATE

- Tuesday, January 6, 2026 (Reorganization Meeting)

ADJOURNMENT

Motion by Mr. Fernandez, second by Mrs. Pabon. All Board Members were in favor. Motion carried. The Board adjourned the meeting at 9:00 P.M.

Arlene Biesiada
Interim Business Administrator/Board Secretary