Andover Regional Board of Education Regular Meeting

December 16, 2025

Attendance:

Present: Ms. Jane Byron, Dr. Maria Dunbar, Mr. Brian Hertenstein, Mr. Steven Minnick, Ms. Margaret Widgren

Also Present: Mr. John Fritzky, Superintendent
Ms. Nicole Sylveter, Business Administrator/Board Secretary
6 members of the public

Not Present: Mr. James Fetcho, Mr. William Porter and Dr. Robert Koroski

I. INTRODUCTORY ITEMS:

Vice President Dunbar called the meeting to order at 8:00 p.m.

Pledge of Allegiance: Dr. Dunbar led the flag salute.

Mission Statement: Dr. Dunbar read the mission statement:

Andover Regional Schools prepare students to successfully meet the challenges of today and tomorrow by fostering a love of learning. Our safe, supportive, and stimulating environment encourages students to reach their full potential. It is an expectation that all students shall achieve the New Jersey Core Curriculum Content Standards at all grade levels. In Andover Regional, every child catches the learning spirit!

Public Meeting Notice: Vice President Dunbar read the following public meeting notice:

"The New Jersey Open Public Meetings Act was enacted to insure the right of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interests is either discussed or acted upon. The Board has fully complied with the notice requirements by advertising in the New Jersey Herald, posting publicly and by notifying the municipal clerk of the date, time and place of the meeting."

IA. INTERVIEWS OF BOARD APPLICANTS: The Board interviewed 3 candidates and gave the public time to ask any questions before the Board entered into executive session.

II. EXECUTIVE SESSION:

Mr. Minnick moved adoption of the following 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

NOW, THEREFORE, BE IT RESOLVED by the Andover Regional Board of Education, County of Sussex, State of New Jersey, as follows:

1. The public shall be excluded from discussion and action upon the hereinafter specified subject matter; 2. The general nature of the subject matter to be discussed is as follows: negotiations, legal and personnel matters; 3. It is anticipated at this time that the above stated subject matters will be made public upon resolution of all information discussed; 4. This resolution shall take effect immediately; the Board anticipates being approximately 30 minutes to discuss board applicants and action will be taken.

Motion was seconded by Ms. Byron at 8:34 p.m. and unanimously CARRIED in a voice vote.

RETURN TO REGULAR SESSION: Mr. Minnick moved to return to regular session, seconded by Mr. Hertenstein and unanimously CARRIED in a voice vote at 8:53 p.m.

Mr. Minnick moved and Ms. Byron seconded, that the Andover Regional Board of Education approve resolution #1 as presented:

1. **Approval of Board Member**: Approve Ms. Kelsey Shalinsky to fill the vacant board seat through December 31, 2027, pending fingerprinting and criminal background check, to be sworn in at the next regular board meeting.

Roll Call Vote:

Yes: Ms. Byron, Dr. Dunbar, Mr. Hertenstein, Mr. Minnick and Ms. Widgren

No: None

Abstain: None

III. PRESENTATION(S): None at this time.

IV. APPROVAL OF MINUTES:

Mr. Minnick moved and Mr. Hertenstein seconded, that the Andover Regional Board of Education approve the minutes as amended of the following Board of Education meeting, as recommended by the Superintendent of Schools.

November 19, 2025 Regular Meeting Minutes
November 19, 2025 Executive Session Minutes

Roll Call Vote:

Yes: Ms. Byron, Dr. Dunbar, Mr. Hertenstein, Mr. Minnick and Ms. Widgren

No: None

Abstain: None

V. COMMITTEE REPORTS:

Board Committees:

Personnel/Policy	**Finance/Operations**	**Curriculum/Instruction**
Mr. Porter (Chair)	Mr. Fetcho (Chair)	Dr. Dunbar (Chair)
Ms. Widgren	Mr. Hertenstein	Dr. Koroski
	Mr. Minnick	Ms. Byron

Special Committees/Ad Hoc Assignments:

WHAT	DELEGATE	ALTERNATE(s)
Sussex County School Boards Association	Dr. Koroski	Ms. Byron/Ms. Widgren/Dr. Dunbar
NJSBA Delegate Assembly	Mr. Minnick	Ms. Widgren/Dr. Dunbar
Newton Board of Education Rep.	Mr. Porter	Mr. Hertenstein/Ms. Widgren
Sussex County Educational Services	Ms. Byron	Ms. Widgren/Mr. Hertenstein
Andover Regional PTA	Open	Ms. Widgren/Dr. Dunbar
Township Liaison	Ms. Widgren	Dr. Dunbar
Negotiations/Sick Bank	Dr. Koroski	Mr. Fetcho/Ms. Widgren
QSAC Committee	Dr. Koroski	Mr. Minnick/Ms. Widgren
Tri-District Consortium	Dr. Koroski	Ms. Widgren/Dr. Dunbar
SEPAG Liaison	Mr. Hertenstein	Dr. Koroski/Mr. Fetcho/Ms. Widgren
Andover Regional Education Foundation	Dr. Dunbar	Mr. Minnick

Special Committees/Ad Hoc Assignments:

Mr. Fritzky reported on the Personnel/Policy committee stating that they met to discuss the policies, personnel leave of absences, tutors and solar sprints, discussion ensued.

Ms. Sylvester reported on the Finance/Operations committee stating that they met to discuss the FMB septic update, FMB Playground upgrade, and health insurance change, discussion ensued.

Dr. Dunbar reported on the Curriculum/Instruction committee stating they discussed the Early Childhood advisory, teaching students about giving back to our community and the PD day on December 8th, along with the hour of code done today, discussion ensued.

Ms. Byron reported that the Sussex County Educational Services gave a presentation on project search to have students working in Quick Check and Newton hospital, discussion ensued.

VI. SUPERINTENDENT REPORT:

A. Mr. Fritzky congratulated our Teachers of the Year - Ms. March at LPS and Ms. Smith at FMB.
B. Mr. Fritzky congratulated our Educational Services Professionals Ms. Ortega at LPS and Ms. D'Angelo at FMB.
C. Mr. Fritzky thanked the Ed Foundation for an amazing Craft Fair experience.
D. Mr. Fritzky thanked the PTA for hosting the Holiday Shop.
E. Mr. Fritzky stated our Winter Concerts will happen on December 16 and 17.
F. Mr. Fritzky informed everyone that our PEER Leaders at LPS delivered gifts to those in need at LPS.
G. Mr. Fritzky stated they had a Giving Tree at FMB and was able to provide support to families in need.
H. Mr. Fritzky thanked Andover Township Road Department for all their help and support ensuring that our lots are safe for our students and staff during snow storms.
I. Mr. Fritzky said the TREP$ Marketplace this month was a success.
J. Mr. Fritzky stated we would be updating our PA system at both schools over winter break.
K. Mr. Fritzky thanked our players and soccer coaches, Mr. Mendes and Ms. Passannante on a great season.
L. Mr. Fritzky thanked our players and field hockey coaches, Ms. Ehehalt and Ms. Morrell on a great season.
M. Mr. Fritzky thanked the Andover Police Department for donating gift cards to families in need and stated how grateful we are to have such a supportive Police Department.
N. Mr. Fritzky gave his monthly Suspension/HIB Report.

Ms. Byron moved and Mr. Minnick seconded, that the Andover Regional Board of Education approve the resolution below as presented:

Resolve that the Board of Education accepts the attached HIB Report**,** as recommended by the Superintendent of Schools.

Roll Call Vote:

Yes: Ms. Byron, Dr. Dunbar, Mr. Hertenstein, Mr. Minnick and Ms. Widgren

No: None

Abstain: None

B. Curriculum, Instruction & Assessment: Listed below is the report from **Jennifer Reynolds,** Coordinator of Curriculum, Instruction and Assessment

- Attended webinar titled: The Road to Reading: Building Strong Foundations for New Jersey's Youngest Learners
- Arranged meetings with Joyful Journeys and the Y to discuss before and after care options for our preschool students
- Worked with Mrs. Delduca to plan the January ECAC Committee Meeting
    - ECAC Committee
- Worked with Mrs. Cotter and Mrs. Sautter to organize our Hour of Code event
- Took part in the Business View magazine article interview with Mrs. Dilkes and Mr. Fritzky
- Worked with the administrative team to plan the December 8 Early Release Professional Development Day
- Served on the GEOY Committees at both FMB and LPS
- Attended the December County Curriculum Consortium Meeting
    - Working with Ed Services representative for further clarification on implementation dates for curricula
- Working with the administrative team on the 26-27 Budget Process
- Completed both formal and information evaluations

C. Technology Report: Listed below is a report from **Joseph DeLuca**, Technology/Network Systems Administrator.

- Coordinated the installation of the new stage projectors at both schools.
- Met with Ms. Huffman and Lego EDU to discuss refreshing our depreciated WeDo 2 sets with Spike Essentials.
- Hosted an ARSD Technology Committee meeting.

D. Child Study Team Report: Listed below is a report prepared by **Suzanne Ross**, Supervisor of Special Services/LDTC.

- Ongoing collaboration with the administrative team regarding operations and programs, for the 25/26 school year.
- Attended the Sussex/Warren Special Education Directors group. Discussion focused on developing universal protocols by county to support new CST staff, updates regarding NJSLEDS – Special Education Submission and Insite Health – Clinical Therapy Services
- Met with all grade level teaching teams at both LPS and FMB to discuss special education updates and identify struggling students.
- Collaborated with the administrative team to plan the December 8 Early Release Professional Development Day for paraprofessionals and CST staff members
- Served on the GEOY Committees at both FMB and LPS
- Coordinated ongoing community services (ie. food, housing and healthcare) for several families in need.
- Conducted both formal and informal teacher evaluations, including pre and post conferences for formal observations.
- Worked with Ms. Sylvester and the administrative team to begin the 26/27 budgeting process.

Mr. Hertenstein moved and Mr. Minnick seconded, that the Andover Regional Board of Education approve resolution E below as presented:

E. HIB Findings: Resolved that the Andover Regional Board of Education, upon the recommendation of the Superintendent, affirm the Superintendent's findings on HIB(s) LPS-2526-3, FMB-2526-1, FMB-2526-2, and FMB-2526-4.

Roll Call Vote:

Yes: Ms. Byron, Dr. Dunbar, Mr. Hertenstein, Mr. Minnick and Ms. Widgren

No: None

Abstain: None

F. Principal's Reports

VII. SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY REPORT:

- Ms. Sylvester reported that she shared and reviewed the Budget Calendar with the public and the board.
- Ms. Sylvester reported that at our January or February regular board meeting, we would have the presentation of the 2024-2025 audit.
- Ms. Sylvester reported on the November 4, 2025 election results as seen below.

Candidate	Election Results
Jane Byron	1,684
William Porter	1,585
Steven Minnick	1,615

VIII. PUBLIC PARTICIPATION ON AGENDA ITEMS:

Below are the comments from the Public, all questions were answered and discussed, if applicable.

Mrs. Logosso- Asked if there were any concerns about volunteers painting the blacktop over at FMB. She also asked about the form that was sent for the Educational Service Professional of the year. Discussion ensued.

IX. ACTION ITEMS:

A. PERSONNEL/POLICY:

Mr. Hertenstein moved and Mr. Minnick seconded, that the Andover Regional Board of Education approve resolutions #1-10 as presented:

1. **Leave of Absence**: Approve the medical leave of absence for Employee ID #1477 effective January 15, 2026 with an anticipated return to work date of March 2, 2026 using illness, vacation and unpaid days, as recommended by the Superintendent of Schools.

2. **Paraprofessional Staff for 2025-2026 School Year:** Approve, retroactively, the following Paraprofessional staff members for the 2025-2026 school year and pending receipt of all required paperwork, including criminal history clearance, as recommended by the Superintendent of Schools.

NAME	START DATE	SCHOOL	HOURS	STEP	SALARY
Christine Bollmann-Decker	12/1/25	FMB	28.75	2	$27,751*
Jenny Thomas	12/15/25	LPS	28.75	1	$27,222*

* pro-rated

3. **New Hire**: Approve Jackie Klinger, Payroll Coordinator, starting December 1, 2025 through June 30, 2026 with a salary of $21,600 prorated at .5 FTE pending receipt of all required paperwork, as recommended by the Superintendent of Schools.

4. **Student Tutors**: Approve the following FMB teachers to serve as Student Tutors after school as part of the RTI program and paid at an hourly rate of $50, being paid through Title 1, as recommended by the Superintendent of Schools.

Jennifer Bogert (lead)
Jeni Moriarty
Shelley Brown
Summer Passannante
Nicole Sautter
Justin Iazzetti
Dawn O'Connell
Elizabeth Sarka

5. **Student Tutors**: Approve the following LPS teachers to serve as Student Tutors after school as part of the RTI program and paid at an hourly rate of $50, being paid through Title 1, as recommended by the Superintendent of Schools.

Stephanie Oberg
Meredith Sajdak
Maya Shah
Kristen Brady
Leo LaBarge
Sandra Sica
Dave Petersen
Kirsten VanBenschoten
Brittany Cifelli
Delaney Conner

6. **LPS Solar Sprints Advisor**: Approve Dave Petersen as the LPS Junior Solar Sprints Advisor for the 2025-2026 school year with a stipend of $650 to be paid through the Title IV grant funds, as recommended by the Superintendent of Schools.

7. **Extended Volunteers**: Approve the following volunteers for an extended amount of time, pending criminal history clearance, as recommended by the Superintendent of Schools.

Vincent Limon - Assistant Boys Basketball Coach

8. **Volunteers**: Approve the attached volunteers for the 2025-2026 school year pending required Vector Training, as recommended by the Superintendent of Schools.

9. **Substitutes:** Approve the following substitute(s) for the 2025-2026 school year pending receipt of all required paperwork, including criminal history clearance, as recommended by the Superintendent of Schools.

David Ames - Substitute ParaProfessional
Blanca Fox - Substitute Teacher & Substitute Secretary

10. **First Reading of Policies & Regulations:** Approve the first reading of the following (and attached) policies and regulations, as recommended by the Superintendent of Schools.

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

Roll Call Vote:

Yes: Ms. Byron, Dr. Dunbar, Mr. Hertenstein, Mr. Minnick and Ms. Widgren

No: None

Abstain: None

B. FINANCE/OPERATIONS:

Ms. Byron moved and Mr. Minnick seconded, that the Andover Regional Board of Education approve resolutions #1-24 as amended:

1. **Treasurer & Board Secretary's Certification and Report**: Approve the November 2025 Board Secretary's and Treasurer's Reports pursuant to N.J.A.C. 6A:23A-16.10(c)3, we certify that as of November 2025 after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district officials, *and reflects all audit adjustments to date,* to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23A-16.10(c)4, and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year, as recommended by the Superintendent of Schools.

2. **Petty Cash**: Approve/accept the Petty Cash Checking Account Report for November 2025, as recommended by the Superintendent of Schools.

3. **Transfers**: Approve/accept the Transfer Report for November 2025, as recommended by the Superintendent of Schools.

4. **Bills List**: Approve/accept the Bills List from November 20, 2025 through December 16, 2025 for a total of $1,871,937.91 as recommended by the Superintendent of Schools.

5. **Building Use for 2025-2026 School Year**: Approve the following building use for the Long Pond and/or Florence M. Burd schools, as recommended by the Superintendent of Schools.

NAME OF ORGANIZATION	PURPOSE	DATE REQUESTED	INSURANCE CERTIFICATE	BUILDING
PTA	Candy Bar Bingo	Jan. 16, 2026	Yes	LPS

6. **Join the Schools Health Insurance Fund:** WHEREAS, a number of school boards in the State of New Jersey have joined together to form the SCHOOLS HEALTH INSURANCE FUND hereafter referred to as "SHIF", as permitted N.J.S.A. 18A:18B-1 et seq., and;

WHEREAS, the SHIF has received approval by the Commissioner of the Department of Banking and Insurance on August 10, 2015;

WHEREAS, the statutes and regulations governing the creation and operation of a joint insurance fund, contain certain elaborate restrictions and safeguards concerning the safe and efficient administration of the public interest entrusted to such a school board joint insurance fund;

WHEREAS, the governing body of Andover Regional School District, hereinafter referred to as "SCHOOL BOARD" has determined that membership in the SHIF is in the best interest of said SCHOOL BOARD.

NOW, THEREFORE, BE IT RESOLVED that the governing body of the SCHOOL BOARD hereby agrees as follows:

i. SCHOOL BOARD shall become a member of the SHIF for the period outlined in the SCHOOL BOARD's Indemnity and Trust Agreement.
ii. SCHOOL BOARD will participate in the following type (s) of coverage (s):
    a.) Health Insurance as defined pursuant to N.J.S.A. 17B:17-4, the SHIF's Bylaws, and the SHIF's Plan of Risk Management.
iii. SCHOOL BOARD accepts and approves the SHIF's Bylaws and agrees to be bound by the terms thereof.
iv. SCHOOL BOARD shall execute an application for membership and any accompanying certifications.
v. SCHOOL BOARD agrees to commit to the four principles of the SHIF
which are:
    a.) A long term philosophy on rates.
    b.) A willingness to work with bargaining units to achieve plan design changes.

c.) Professional management with stability and commitment.
d.) Rating structure based on actuarial numbers.

BE IT FURTHER RESOLVED that the governing body of the SCHOOL BOARD is authorized and directed to execute the Indemnity and Trust Agreement and such other documents signifying membership in the SHIF as required by the SHIF's Bylaws, and to deliver these documents to the SHIF's Executive Director with the express reservation that these documents shall become effective only upon:

i. Approval of the SCHOOL BOARD by the SHIF.
ii. Receipt by the SHIF of a Resolution from the SCHOOL BOARD accepting SCHOOL BOARD's SHIF assessment.
iii. Approval by the Commissioner of the New Jersey Department of Banking and Insurance of SCHOOL BOARD as a member of the SHIF.

7. **Schools Health Insurance Fund:** BE IT RESOLVED by the Andover Regional School District that Nicole Sylvester and is hereby appointed as Fund Commissioner to the Schools Health Insurance Fund, effective March 1, 2026, to represent the Andover Regional School District
And BE IT FURTHER RESOLVED that John Fritzky be and is appointed as Alternate Fund Commissioner to the Schools Health Insurance Fund effective March 1, 2026.

8. **SCHOOLS HEALTH INSURANCE FUND INDEMNITY AND TRUST AGREEMENT:**

THIS AGREEMENT made this 16th day of December, 2026, in the County of Sussex, State of New Jersey, by and Between the SCHOOLS HEALTH INSURANCE FUND referred to as "SHIF" and the governing body of the Andover Regional School District a duly constituted Board of Education , hereinafter referred to as "SCHOOL BOARD".

WHEREAS, the governing bodies of various school boards within the State of New Jersey, have elected to form a joint insurance fund as defined in N.J.A.C. 11:15-5.2, and as such an entity is authorized and described in N.J.S.A. N.J.S.A. 18A:18B-1 et. seq. and the administrative regulations promulgated pursuant thereto; and WHEREAS, the SCHOOL BOARD has agreed to become a member of the SHIF in accordance with and to the extent provided for in the Bylaws of the SHIF and in consideration of such obligations and benefits to be shared by the membership of the SHIF; NOW THEREFORE, it is agreed as follows:

1. The SCHOOL BOARD accepts the SHIF's Bylaws as approved and adopted and agrees to be bound by and to comply with each and every provision of said Bylaws and the pertinent statutes and administrative regulations pertaining to same.
2. The SCHOOL BOARD agrees to participate in the SHIF with respect to health insurance, as defined in N.J.S.A. 17B:17-4, and as authorized in the SCHOOL BOARD's resolution to join.
3. The SCHOOL BOARD agrees to become a member of the SHIF and to participate in the health insurance coverages offered for an initial period, (subject to early release or termination pursuant to the Bylaws), such membership to commence on March 1, 2026 and ending on February 28, 2027 at 12:01 AM provided, however, that the SCHOOL BOARD may withdraw at any time subsequent to the delivery of ninety (90) day prior written notice of the intent to withdraw to the SHIF as provided in the Bylaws.

4. The SCHOOL BOARD certifies that it has never defaulted on payment of any claims if self-insured and has not been cancelled for non-payment of insurance premiums for a period of at least two (2) years prior to the date of this Agreement.
5. In consideration of membership in the SHIF, the SCHOOL BOARD agrees (i) that it shall jointly and severally assume and discharge the liability of each and every member of the SHIF for the periods during which the SCHOOL BOARD is a member of the SHIF, (ii) acknowledges that the SCHOOL BOARD and all other members of the SHIF, as a condition of membership in the SHIF, have executed and delivered an Indemnity and Trust Agreement similar to this Agreement and (iii) by the execution of this Agreement the full faith and credit of the SCHOOL BOARD is pledged to the punctual payment of any sums which shall become due to the SHIF in accordance with the Bylaws thereof, this Agreement or any applicable Statute. However, nothing herein shall be construed as an obligation of the SCHOOL BOARD for claims and expenses that are not covered by the SHIF, or for that portion of any claim or liability not within the SCHOOL BOARD's retained limit or in an amount which is in excess of the SHIF's limit of coverage.
6. If the SHIF in the enforcement of any part of this Agreement shall incur necessary expenses or become obligated to pay attorney's fees and/or court costs, the SCHOOL BOARD agrees to reimburse the SHIF for all such reasonable expenses, fees, and costs, inclusive of attorney fees, on demand.
7. The SCHOOL BOARD and the SHIF agree that the SHIF shall hold all moneys in excess of the SCHOOL BOARD's retained loss fund paid by the SCHOOL BOARD to the SHIF as fiduciaries for the benefit of SHIF claimants all in accordance with N.J.A.C. 11:15-5.1 et seq.
8. The SHIF shall establish and maintain Claims Trust Accounts for the payment of health insurance claims in accordance with N.J.S.A. N.J.S.A. 18A:18B-1 et seq., and N.J.A.C. 11:15-5.13 and such other statutes and regulations as may be applicable. More specifically, the aforementioned Trust Accounts shall be utilized solely for the payment of claims, allocated claim expense and stop loss insurance or reinsurance premiums for each risk or liability as follows:
a) Employer contributions to group health insurance
b) Employee contributions to contributory group health insurance
c) Employer contributions to contingency account
d) Employee contributions to contingency account
e) Other trust accounts as required by the Commissioner of Insurance
9. Notwithstanding the terms of paragraph 8, above, to the contrary, the SHIF shall not be required to establish separate trust accounts for employee contributions provided the SHIF provides a plan in its Bylaws or Risk Management Plan for the recording and accounting of employee contributions of each member.
10. Each SCHOOL BOARD who shall become a member of the SHIF shall be obligated to execute an Indemnity and Trust Agreement similar to this Agreement. Each SCHOOL BOARD, by the execution and delivery of an Indemnity and Trust Agreement agrees to be jointly and severally bound with each other member of the SHIF who executes and delivers an Indemnity and Trust Agreement to the terms and conditions set forth in said Indemnity and Trust Agreement.

9. **Annual Comprehensive Financial Report (ACFR) - June 30, 2025:** Approval to accept the report of the auditors, with no audit recommendations, Ardito & Co., LLP for the Annual

Comprehensive Financial Report (ACFR) for the fiscal year ended June 30, 2025, as recommended by the Superintendent of Schools.

10. **Tuition Contract with Celebrate the Children:** Approve, retroactively to December 8, 2025 through June 30, 2026, the contract with Celebrate the Children for tuition for Student ID#1181709119 at a cost of $55,454 with a 1:1 aide at a cost of $24,990, as recommended by the Superintendent of Schools.

11. **State Application - Playground replacement at Florence M. Burd E.S.:** Be it resolved, upon the recommendation of the Superintendent, that the Andover Regional School District Board of Education, in the County of Sussex, New Jersey authorizes Parette Somjen Architects to submit all necessary plans and paperwork to the Department of Education concerning the Playground Replacement at Florence M. Burg Elementary School to serve as an application to the office of School Facilities; and amendment to the District's Long Range Facility Plan; and
BE IT FURTHER RESOLVED, this project shall be a "Capital Reserve" project and the Board of Education is NOT seeking additional State funding but will fund the Project through the District's Capital Reserve Account.

12. **Contract with Cross County:** Approve the contract with Cross County Clinical & Educational Services for various services at the prices listed in the fee schedule for the 2025-2026 school year, as recommended by the Superintendent of Schools.

13. **Contract with Ross Haber & Associates, LLC:** Approve the contract with Ross Haber & Associates, LLC County Clinical & Educational Services for an enrollment and feasibility study at a cost not to exceed $7,000, as recommended by the Superintendent of Schools.

14. **Curriculum Associates:** Approve the quote with Curriculum Associates for a professional learning webinar at a cost of $700 to be paid from Title II funds, as recommended by the Superintendent of Schools.

15. **Minimum Wage Increase:** Approve the New Jersey Minimum wage to increase from $15.49 to $15.92 as of January 1, 2026, as recommended by the Superintendent of Schools.

16. **ARSD Substitute Pay**: Approve the following pay for ARSD Substitutes for the 2025-2026 school year, as recommended by the Superintendent of Schools.

Leave Replacement (Grading/Planning)	$150/day for 60 days/placed on guide step 1 after 60 days per policy
Substitute Teacher (Including Permanent Sub)– Full Day	$120/day

Substitute Teacher – ½ Day	$60
Substitute Para	$15.92/hour
Substitute Secretary	$15.92/hour
Substitute Security Officer	$35/hour
Nurses	$250/day
Substitute Custodian	$15.92/hour
Substitute Custodian (w/Black Seal)	$20.00/hour

17. **ESEA Amendment to 2025-2026 Grant**: Approve and accept the submission for the below amendment from carryover from the 2024-2025 ESEA grant to the 2025-2026 ESEA grant, as recommended by the Superintendent of Schools.

Grant	Amount
Title I	$1,142
Title IV	$3,464

18. **Revised 2026-2027 School Calendar**: Approve the attached revised Andover Regional District School 2026-2027 school calendar, as recommended by the Superintendent of Schools.

19. **2027-2028 School Calendar**: Approve the attached Andover Regional District School 2027-2028 school calendar, as recommended by the Superintendent of Schools.

20. **2027-2028 School Year Holiday Schedule for 10- & 12-Month Employees**: Approve the attached holiday schedules calendar for the 2027-2028 school year for the 10 and 12 month employees, as recommended by the Superintendent of Schools.

21. **Donation**: Approve the anonymous donation of twenty $25 ShopRite gift cards that will be distributed to the families in need, as recommended by the Superintendent of Schools.

22. **Donation**: Approve the donation of 106 $25 gift cards from the ATPD for the families in need, as recommended by the Superintendent of Schools.

23. **Tuition Reimbursement**: Approve the following tuition reimbursement, as recommended by the Superintendent of Schools:

Name	Program	Credits	Location	Cost per Credit	Reimbursement Cost	Dates
Dawn O'Connell	GED-665 Linguistics &	3	Centenary University	$689.95	$2,069.95	Spring 2026

	Second Language					
Marianela Torres	MCC-617 Field Experience in Bilingual Ed.	3	NJCU	$897.16	$2,691.48	Spring 2026
Maia Febrero	NUR-6170 Problems in Practice	3	WPU	$891.75	$2,675.25	Spring 2026
Maia Febrero	NUR-5510 School Nursing 2	3	WPU	$891.75	$2,675.25	Spring 2026
Maya Shah	AS-110-303-88 The Mathematics of Politics, Democracy & Social Choice	4	Johns Hopkins University	$440.00	$1,760.00	Fall 2025
Maya Shah	AS-110-301-88 Introduction of Proofs	4	Johns Hopkins University	$440.00	$1,760.00	Fall 2025

24. **Fundraising**: Approve the following fundraising events, as recommended by the Superintendent of Schools.

Advisor/Coach/Organization	Class/Club/Team/Group	Date(s)	Activity
Andover PTA	Grades PreK - 8	January 16, 2026	Candy Bar Bingo
Bozena Toczynski	PTA	Week of 1/19/2026 through 2/12/2026 and order pick up 02/19/2026	Selling Krispy Kreme Donuts for School Trips for Grades 5, 6, 7 & 8
Bozena Toczynski	PTA	School Year 25-26 Ongoing	Snack Stand at all after-school activities to raise funds for School Trips
Kristin VanBenschoten	Student Council	12/18 & 12/19/2025	Candy Cane Grams during lunches. Donation to Sparta Food Pantry
Jessie Seaton	PTA	Retro Raise Right - Gift Card Fundraiser	Raise funds for class trips/student activities.

Roll Call Vote:

Yes: Ms. Byron, Dr. Dunbar, Mr. Hertenstein, Mr. Minnick and Ms. Widgren

No: None

Abstain: None

C. CURRICULUM/INSTRUCTION:

Mr. Minnick moved and Ms. Byron seconded, that the Andover Regional Board of Education approve resolutions #1-3 as presented:

1. **Professional Development Workshops:** Approve the following professional development, registration fees and mileage reimbursement, as recommended by the Superintendent of Schools.

Name	Program/Location	Date	Fees/Mileage
Jake DeAnda John Yanez	Handle w/Care Instructor re-certification) Wayne, NJ	January 8, 2026	Registration: $625/each Mileage: 52.40 miles @ 47¢ mile = $24.62 33.4 miles @ 47¢ mile = $15.69
Suzanne Ross	Wechsler Individual Achievement Test Pearson Online	January 23, 2026 Online	Registration: $275.00 Funded by Title II

2. **Activities/Trips**: Approve the following student activities/class trip, as recommended by the Superintendent of Schools.

Grade/ Teacher	Date/ Destination/ Purpose	Student Cost	Board Cost
Beth Skoldberg 4th Grade	May 22, 2026 Waterloo Village, Stanhope, NJ Students will explore the culture and traditions of the Lenape people through hands-on experiences and demonstrations, deepening their understanding of indigenous history and its connection to NJ past.	$29.00	$250.00 Nurse

3. **Health Law Enforcement Against Drugs (LEAD) Program:** Approve the 12-week Law Enforcement Against Drugs (LEAD) Program as part of our Grade 5 Health curriculum taught by the Andover Township Police Department in coordination with our certified health teacher, as recommended by the Superintendent of Schools.

Roll Call Vote:

Yes: Ms. Byron, Dr. Dunbar, Mr. Hertenstein, Mr. Minnick and Ms. Widgren

No: None

Abstain: None

X. COMMUNICATIONS TO BOARD: None at this time.

XI. OLD and NEW BUSINESS:

Mr. Hertenstein thanked all the board applicants for taking the time to interview tonight. Ms. Widgren also thanked the board members for having the courage to come in front of the board to interview for the vacant seat.

XII. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS:

Below are the comments from the Public, all questions were answered and discussed, if applicable.

Mr. Balady- Asked if the facilities use for the Tricky Tray was previously approved. He also asked about the messaging through RealTime and asked if we could send out a reminder for half days. He also inquired about the FMB Christmas concert. Lastly, he informed everyone that on May 22nd, there would be an AREF golf outing at Farmstead, details to follow.

XIII. EXECUTIVE SESSION: None at this time.

Adjournment: Mr. Minnick moved to adjourn the meeting, seconded by Mr. Hertenstein and approved at 9:16 p.m. and carried by a Unanimous Voice Vote call by all members in attendance.

Respectfully submitted,



Nicole Sylvester

Business Administrator/Board Secretary