

**JACKSON TOWNSHIP BOARD OF EDUCATION  
OFFICIAL BOARD MEETING  
FEBRUARY 18, 2026  
JACKSON TOWNSHIP MIDDLE SCHOOL FINE ARTS CENTER AUDITORIUM**

**February 18, 2026 Monthly Meeting - Jackson Township Board of Education**

**A. Executive Session Meeting**

Information: 1. Executive Session

The Official Meeting of the Jackson Township Board of Education was held in compliance with the Open Public Meeting Law and was called to order by Board Attorney, Mr. Zitomer, at 5:30 p.m., on February 18, 2026.

**Members present:** Tina Kas, Erica Osmond (arrived 5:35), Michael Walsh, Tara Rivera, Brian McCarron, Megan Gardella

**Members absent:** Allison Barocas

**Also present:** Mrs. N. Pormilli, Superintendent of Schools; Mr. D. Baginski, Business Administrator/Board Secretary; Dr. L. Godlesky, Assistant Superintendent, Mr. M. Zitomer, Board Attorney and Ms. P. Blood, State Appointed Fiscal Monitor

On a motion by Mrs. Rivera, seconded by Mr. Walsh, the Board of Education opened the Executive Session to discuss contracts; employment of personnel-terms and conditions of employment; pending litigation; investigations, and matters falling within the attorney client privilege with respect to these subjects. This meeting was not open to the public. The Board would reconvene at approximately 6:30 p.m. in the Jackson Township Middle School Fine Arts Auditorium at which time action would be taken.

**Meeting called to order at 6:42 PM**

**B. Opening of Meeting**

**Procedural: 1. Call to Order**

The Official Meeting of the Jackson Township Board of Education reconvened in compliance with the Open Public Meeting Law and was called to order by Board President, Mrs. Gardella, at 6:42 p.m.

**Procedural: 2. Salute to the Flag**

Mrs. Gardella asked all to stand for the salute to the flag.

**Action, Procedural: 3. Certification of Meeting**

For the Certification of the meeting according to the tenets of the Open Public Meeting Law, the Board President, Mrs. Gardella, made the following statement: "This meeting is in compliance with the Open Public Meeting Law and has been duly advertised in the newspaper as an Official Meeting."

**Roll Call:**

**Members present:** Tina Kas, Erica Osmond, Michael Walsh, Tara Rivera, Brian McCarron, Megan Gardella

**Members absent:** Allison Barocas

**Also present:** Mrs. N. Pormilli, Superintendent of Schools; Mr. D. Baginski, Business Administrator/Board Secretary; Dr. L. Godlesky, Assistant Superintendent, Mr. M. Zitomer, Board Attorney and Ms. P. Blood, State Appointed Fiscal Monitor

**Action, Procedural: 4. Approval of Agenda**

Motion to approve the agenda as submitted by the Superintendent of Schools.

Motion by Tara Rivera, second by Michael Walsh.

Final Resolution: MOTION CARRIED

Yes: Tina Kas, Erica Osmond, Michael Walsh, Tara Rivera, Brian McCarron, Megan Gardella

**C. Superintendent's Report/Information Items**

Discussion, Information: 1. Superintendent's Report and Presentations

Mrs. Pormilli turned the meeting over to the Student representative for his monthly report.

Colin Williams reported:

- The second semester has just begun.
- Scheduling for the 2026–27 school year began and students can submit elective requests online. Starting February 23rd, students will meet with their school counselors to finalize their course selections.
- Several juniors and seniors tested for the NJ State Seal of Biliteracy, awarded for demonstrating high proficiency in English and at least one additional language. 38 JTHS students successfully qualified in Spanish, Portuguese, Polish, Ukrainian, Russian, and Arabic. 25 are seniors who will receive this distinction at graduation.
- Congratulations to Seniors of the Month: Jason Lin and Will Green.
- The JTHS Guidance Department will host a college fair on March 4th, with over 30 schools registered to attend.
- The Drama Department is preparing for its spring production of Mamma Mia, with performances scheduled for March 12th-14th. Tickets are now available online.
- Boys' Bowling won the Ocean County Championship, an impressive accomplishment.
- Girls' wrestling advanced to State sectionals and the boys are making another strong run at the state tournament.
- Both basketball teams clinched their divisions and celebrated successful senior nights.
- Congratulations to Athletes of the Month: Tucker Pazinko and Armani McCann, two outstanding wrestlers.
- The Class of 2029 will host a Volleyball Tournament on February 27th.
- FBLA will hold a Dodgeball Tournament on March 2nd.
- As a special way to celebrate the Class of 2026, the senior class has class banners on sale.
- Student Council's Jackson Idol show showcasing the incredible musical talent and stage presence of our students is on February 19th.

Mrs. Pormilli thanked Colin for his report and his time.

Mrs. Pormilli welcomed Ms. Kuhn, Mayor, Mr. Burnstein, Council President and Mr. Palmeri, Council Vice President to the meeting. Mrs. Pormilli stated recognition night is one of her favorite nights because it is an opportunity to recognize excellence. She noted the teacher of the year and specialist of the year awards reflect skill and heart and it represents countless hours of planning, encouraging, adapting, problem-solving, and believing in students. To the entire staff of teachers specialist, paraprofessional, counselor support staff and administrators, she noted their work deeply matters-every lesson delivered, small group supported, family phone call, quiet moment of encouragement adds up. She noted education is not accomplished by one person but it is a collective effort powered by dedication and care. She noted this district is strong because of the people in the schools. She thanked them for their professionalism, resilience, creativity and unwavering commitment to the students. She thanked them for showing up each day with purpose, for lifting one another and for making our schools places where students are known, challenged and inspired. She congratulated the honorees and thanked all the members of the district's team.

Mrs. Pormilli turned the meeting over to Mrs. Gardella.

Mrs. Gardella stated it is a privilege to celebrate the extraordinary educators who make our school stronger, our students more confident and our community more hopeful. She stated they do more than teach lessons and support students; they create spaces where students feel seen and valued and they challenge them to think deeply, encourage them to persevere and remind them they matter and their future is filled with

opportunity. She noted they uplift their colleagues, strengthen the school communities and help shape a culture, rooted in support, collaboration and care and they make our schools a place where learning thrives and students are supported. She noted tonight's recognition reflects the difference made not just in moments, but in lifetimes.

On behalf of the Board of Education and all the students of Jackson, she congratulated and recognized the following. She asked the Principals of each school to come up with the staff members being honored tonight and proceed to the stage.

**From Crawford-Rodriguez Elementary School:**

Special Education Teacher Jessica Muth  
Media Specialist Jennifer Brenner

**From Elms Elementary School:**

Kindergarten Teacher Melissa Barnfield  
Paraprofessional Barbara Croke

**From Holman Elementary School:**

Special Education Teacher Deborah Kowalswski  
Physical Therapist Natalie Zozzaro

**From Johnson Elementary School:**

Teacher Danielle Anastasia  
Paraprofessional Isel Fucito

**From Switlik Elementary School:**

Special Education Teacher Kelly Barth  
School Nurse Lisa Archer

**From Preschool Annex @ Jackson Township Middle School:**

Preschool Teacher Anna Simmons  
Preschool Paraprofessional Ashley Accisano

**From Jackson Township 5-6 School:**

Special Education Teacher Maria Peters  
Social Worker Kerry Competello

**From Jackson Township Middle School:**

Special Education Teacher Robert Stuart  
Interpreter Jose Diaz

**From Jackson Township High School:**

Business Teacher Lisa Marie Scott  
Guidance Counselor Dawn Siegle

**DISTRICT AWARDS**

Mrs. Gardella presented the district awards. She stated it is a difficult decision selecting a District Teacher of the Year and District Educational Services Professional of the Year.

Mrs. Gardella presented the District Educational Services Professional of the Year award. She stated this staff member is the heart of the halls. She is celebrated for her remarkable memory, allowing her to know every student's name, their siblings name, even their pets name all within the first week of school. She demonstrates this dedication in many ways, including searching local library book sales once finding a complete set of books perfect for the a unit on different cultures or by scouring thrift stores for vibrant sunshine shirts for the color war, ensuring no child feels excluded. Her commitment is unmatched as evidenced by selflessly putting aside her own Christmas wish list to request birthday board markers and school spirit gear for the classroom. Her efforts created a warm, welcoming and inclusive environment, where student feel seen, valued and supported - a testament to her passion for her students and the school community. She announced as our District Educational Services Professional of the Year-from the Preschool Annex-Paraprofessional Ashley Accisano.

Mrs. Gardella presented the award for the District Teacher of the Year. She stated this teacher exemplifies the qualities of an extraordinary educator. Her impact extends beyond her classroom. Instrumental in bringing DECA to Jackson, she expanded opportunities for students and opens doors to real world experiences preparing them for success after graduation. Her connection with students is meaningful with unwavering dedication to their growth. She reaches learners in ways that inspire confidence, curiosity and a love of learning. Her impressive knowledge is matched by a remarkable ability to break down complex concepts and make them engaging and exciting. She brings practicality and purpose to lessons showing students what they are learning and why it matters. She supports students of every ability and background meeting their individual needs with compassion. Her classroom is an inclusive and encouraging space where students feel valued, respected and motivated. She challenges students to stretch beyond their comfort zones while providing the guidance, encouragement and support. Whether through extra help, mentorship or a listening ear, she's always available when her students need her most. She contributes to her department and the broader school community. Her leadership, insight and commitment elevate everyone around her. She embodies the qualities of a master teacher-passionate, knowledgeable, inspiring and dedicated to student success. For her profound influence and commitment to excellence, Mrs. Gardella announced as our District Teacher of the Year – from Jackson Township High School – Business Teacher Lisa Scott.

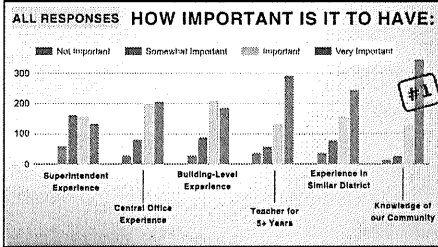
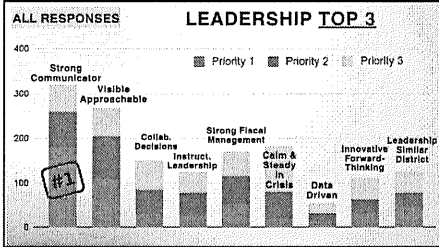
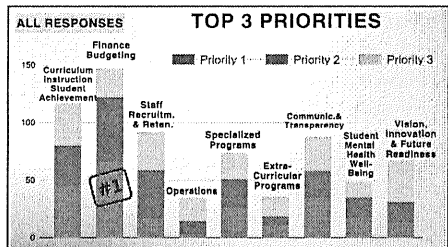
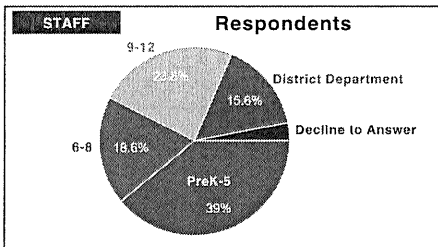
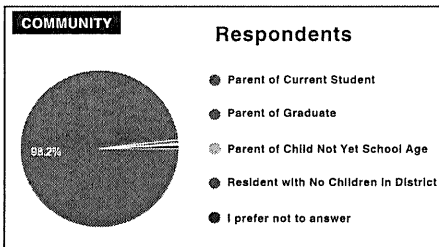
At 7:05 p.m. Mrs. Pormilli announced there would be a brief break for refreshments and photos.

At 7:11 p.m. Mrs. Gardella brought the meeting back to order.

Mrs. Pormilli turned the meeting over to Mr. McCarron and Dr. Osmond to discuss the Superintendent survey results.

Mr. McCarron presented the following slides:

The image shows three presentation slides. The first slide is titled 'SURVEY RESULTS' and includes the text: 'Presented at the February 18, 2026 Board of Education Meeting', 'The Jackson Board of Education is committed to a thorough, transparent, and inclusive search.', and the website 'www.jacksonsd.org/SuperintendentSearch'. The second slide is titled 'THE SEARCH' and lists several bullet points: 'Superintendent Nicole Pormilli has announced her retirement', 'The Board of Education is embarking on a thorough, transparent and inclusive search to fill this important position.', 'This is among the most important decisions a Board of Education can make', 'We are committed to finding highly qualified candidates who will champion our district's values and priorities.', 'This search process only works if we hear from you - THANK YOU for contributing so thoughtfully to our survey', 'The survey results and resulting Candidate Profile will guide us as we recruit, screen, and interview candidates.', and 'We recognize that the stakes are high.' The third slide is titled 'COMMUNITY SURVEY' and 'STAFF SURVEY' and shows '285 RESPONSES' and '231 RESPONSES' respectively, with a large box on the right stating 'TOTAL SURVEY RESPONSES 516'.



Dr. Osmond presented the following slides:

### THEMES Comments on STRENGTHS

**STAFF AND TEACHERS Represented in Most Majority of Responses (124 Times)**  
See Other Themes in Comments Below

- Sense of Community: 64
- Academics: 31
- Resilience/Adaptability: 31
- Leadership: 30
- Sports / Extra Curric: 25
- Meeting Student Needs: 24
- Diversity: 21
- School Culture: 20
- Communication: 19
- Caring Families: 16
- No Strengths Anymore: 15
- Fiscal Responsibility: 9
- Support Services: 9

**Other Themes**

- Special Education
- Teamwork
- Preschool
- Security
- Mental Health Focus
- Transparency
- Success after HS
- Inequality
- Pride / Excellence
- Unity
- Class size

### THEMES Comments on CHALLENGES

**BUDGET and FINANCIAL CONCERNS Represented in Most Majority of Responses (107 Times)**  
See Other Themes in Comments Below

- Changing Staff: 93
- Change in District: 64
- Reducing Staff: 52
- Months: 50
- Staff Challenges: 50
- Special Programs: 39
- Impact on Academics: 34
- Impact on Leadership: 34
- Class Size: 24
- New Policies: 24
- Transparency: 19
- And Newly: 19
- Culture / Climate Concerns: 10

### THEMES Comments on CHALLENGES

**Other Themes in Comments**

- Facilities Maintenance
- Accountability
- Changing Student Needs
- Culture / Climate Concerns
- Impact on Advanced Programs
- Politics
- Safety
- Keep Students First
- Unity
- After-School Busing
- Empathy for Others
- Fighting for Funding
- HS Experience After Merge
- Impact of Retirements
- Social Media
- Staff Burnout
- Traffic by Schools
- Classroom Management
- Impact to Literacy
- Improper Use of AI & Tech
- Loss of Activities
- Overcrowding
- Student Discipline
- BOE Have Kids in School
- Clear Communication
- Flexibility to Move Grade Levels
- Government Decision Making
- Hire outside candidate
- Keep Religion Out of Class
- Lack of Parent Involvement
- Leave Politics Out of Classrooms
- Limiting Use of Facilities
- Loss of Parent Voice in Curric
- More Equity
- More Student-Led Approach
- NJ Consolidation Concerns
- No Cell Phones in Class
- Racism
- Representation is Critical
- School Focus vs. Admin Focus
- Teacher-Parent Communication
- Too Much Focus on Individuality

### THEMES What Else Should BOE Know?

**Focus on Staff Support, Morale, Retention and Pay Represented 57% of all Comments (74)**  
See Other Themes Below

- Communication/Transparency & Visibility: 40
- Academics/Program of Curriculum: 40
- Parental Responsibility/Parental Involvement: 40
- Impact on Advanced Programs/Challenges: 38
- Class Size: 34
- Transparency: 31
- Classroom Management: 27
- Facilities Maintenance: 25
- Impact on Leadership: 18
- Classroom Management: 13
- Support Services: 13

### SAMPLING OF COMMENTS

- We read comments about how our public school community "will always stay strong" and also raw, honest reflections from those who feel unsure and pointed out perceived challenges in our daily practices, pedagogy or leadership.
- We aren't cherry-picking the easy or positive comments. We are recognizing the frustrations, because that is the only way to move forward with a candidate who truly understands the temperature of this town.
- This transparency ensures that the next leader is prepared for the specific challenges that the district faces today.

### CELEBRATING STRENGTHS & RESILIENCE

Taken Directly From Comments:

- "Dedicated Staff in all departments/levels"
- "Academics are strong, there are a variety of elective courses, and in my opinion, security has been taken seriously."
- "Our greatest strength has and always will be our children. The more we do for them to get them to meet Maslow's Hierarchy, the better will be."
- "As little as the public school community becomes in Jackson we will always stay strong and stick together so let's make sure our entire district along with all adults involved stay as cohesive and positive as possible."
- "I've appreciated the communications and sharing rational for decision making and that transparency should continue."
- "The greatest strength of the JSD is our community's deep-rooted love and pride in our schools. This shared 'Jackson Pride' fosters a unique sense of belonging and creates a robust support system that empowers our students to succeed both inside and outside the classroom."

### RECOGNIZING FRUSTRATIONS & REALITIES

Taken Directly from Comments:

- "I worry a lot about the arts not being properly funded, Spanish not being taught in elementary schools, and the threat of other schools closing"
- "This is not going to be an easy job for anyone. The town is in crisis and our schools are taking a huge hit. I don't think that parents expect a miracle, but we do expect our Superintendent to be an advocate for what is best for our public school students."
- "Our teachers are struggling with oversized classes and a lack of support."
- "Balancing the needs of both English and ESL students."
- "Costs associated with private schools and providing transportation for private schools."
- "Retaining staff and keeping programs running."
- "I hope Jackson continues to fight for more funding or elimination of S2 funding. Fight to add and/or keep extra-curricular sports and clubs and bring back free after school busing to accommodate this. My kids are missing out on sports and other opportunities at the Jackson Twp. Middle School due to lack of staff and bussing available after school."

### CANDIDATE PROFILE

What do we want in our ideal candidate?

### Foundations of Our CANDIDATE PROFILE

LEADERSHIP STYLE	Visible, Approachable, Collaborative	Calm & Steady in a Crisis	Strong, Transparent Communicator
DIVERSITY OF SKILLS	Operations (Proc, Fac, HR, Safety)	Specialized Programs & Supports	Importance of Sports & Extra-Curric
UNIQUE TO JACKSON	Transparency on Social Media/Challenges	Transparency on History, Community & Unique Needs	Ability to Stay Cool Under Pressure/Endured Much
DEMONSTRATED GREATNESS	Expert in Curriculum & Instruction	How will you increase student achievement?	Strong Fiscal Management Skills (How will you manage fiscal challenges and plan for the future?)
THE FOUNDATION	Commitment to Keeping Students at the Center of Every Decision		

Mr. McCarron presented the following slides:

### SEARCH TIMELINE

Survey	Candidate Profile	Interviews	Decide
Presented Feb. 16, 2026 in keeping with our timeline	Using the data and input from tonight, BOE will finalize a Candidate Profile.	February / March 2026 Candidate Profile will guide interview and selection process	April / May 2026 BOE will vote at public meeting on new superintendent.

### STAY INFORMED

We will provide frequent, public updates. You can also stay informed on our website.

- Timeline
- Updates
- Candidate Profile
- Survey Data

[www.jacksonsd.org/SuperintendentSearch](http://www.jacksonsd.org/SuperintendentSearch)

Mrs. Pormilli thanked Mr. McCarron and Dr. Osmond for the presentation noting it gave a good overview of what the candidate profile will look like. Mrs. Pormilli wished best of luck to the wrestlers in the Wrestling Shore Conference tonight at JTHS. She noted they are in 2026-2027 budget process but it is hard to do without the state aid numbers. She noted there is no word about the formula being tweaked or changed drastically. She stated the new commissioner appointed is doing a listening tour and she was invited to Jackson to see our wonderful school district and inform her firsthand of what's been happening here. The governor's address is two weeks later than normal then our numbers usually come out several days after that which will be just days before having to present and submit a tentative budget to the county office.

Mrs. Pormilli turned the meeting back to Mrs. Gardella.

**D. State Monitor's Report**  
Discussion, Report: 1. State Monitor's Report  
Ms. Blood congratulated the honorees tonight and commended the district on a great job putting together all the data for the Superintendent search. She had nothing additional to report.

**E. Discussion Items - Standing Committee Reports**  
Discussion, Information: 1. Committee Reports

**Building and Grounds Report - Mr. McCarron (Chair)**  
In attendance on February 11, 2026 were: Mr. McCarron, Mrs. Pormilli, Mrs. Rivera, Mrs. Kas, Dr. Godlesky, Mr. Rotante, Mr. Baginski and Mr. Bruno

- Reviewed the debriefing for the snow storm - they were thankful for all who contributed to the snow removal at all the schools
- Received update on Spring athletic field updates for baseball and softball fields
- Started planning for the summer 2026 school cleanings
- Discussed the upcoming district lawn maintenance and services
- Discussed Waste Management continuing to service our district for garbage removal
- Update on closing of McAuliffe - scheduled for early May - it is no longer being used and is being sold as is so, nothing will be budgeted for the 2026-2027 school year.
- Discussed possible bond referendum planning through agenda item finance #13 tonight. The Board is going to exploring all opportunities for facility upgrades and what will provide the highest reimbursement for the work completed and the least financial impact to the district. This will tell us which project will qualify for reimbursement of 34% debt service aide from the state. They are exploring option on debt services through county improvement authority and will be hearing back by June 2026 from the state to see amount of debt service would be awarded to each project.

- District wide Capital improvements included:
- JTMS:** TXV for heating replaced in the main office.
  - Switlik Gym:** New gas valve replaced in RTU-1 by in-house HVAC staff.
  - JT 5/6:** Kitchen grease trap cleaned and sanitized.

- **JT 5/6:** Faculty bathroom renovations completed.
- **JTHS:** New digital ticker display board installed.
- **JTHS:** New banners and posters installed.
- **JTHS:** 50 new/updated CO<sub>2</sub> detectors installed throughout the school by in-house maintenance staff.

### **Budget and Finance Report - Megan Gardella (chair)**

In attendance were Megan Gardella, Tina Kas, Brian McCarron, Nicole Pormilli, Laura Godlesky, Dan Baginski and Sandy Patterson

- Reviewed a 10 year look back on enrollment, revenue and expenditures.
  - Non-public growth in those ten years has increased 1,164%
  - Slow decline of public school enrollment which has been minus 22.5% in 10 years
  - All expenses have gone up over that time.
    - There has been 31% inflation over the course of the past 10 years
    - 2025 there was a marked increase in health insurance almost 64%: most of which has been in the past two years
    - Jackson has kept salaries flat over 10 years as a result of 376 position cuts over a 9 year period
    - Local Aid in Lieu expenses increased from \$580,000 to \$8M since 2017, which is an increase of 1600% in 10 years.
  - Revenue in the form of state aid has been lost year over year projected to total about minus 55% since 2018-2019 if Jackson continues to be a negative recipient this budget year
    - Tax levy has been maxed to the 2% cap each year, aside from 2024-2025 when it increased 9.9% by the state monitor and last year it was raised 4.5% due to health care benefit increases. This is about a 45% increase in the past 10 years.
    - Additionally, the district has closed and sold school buildings to close budget gaps to make up for state aid losses: issue is that these are not consistent revenue generators, more like one hit wonders
- Discussed projections for 2026/2027 budget.
  - Due to changes in the governor and commissioner, the district may not see the state aid numbers until late this year, possibly March 10th or after
  - Regardless of state aid, unless there is a change in health care costs, will be applying to the health care waiver to go above the tax levy cap which at this point is projected to be 8.07%
  - Once state aid numbers are received and any legislative changes the district will be able to make decisions regarding the budget and financial health of the district
  - The team will be reviewing and refining controlled expenditures for fiscal responsibility to ensure that Jackson students continue to receive comprehensive programming in all grade levels, with the hopes to fill gaps and bring programming options back that have previously been cut

At the next meeting, the committee will continue to research controllable expenditures and make decisions that are fiscally responsible, utilizing the worst case scenario or a 3% increase in inflation and a 3% decrease in state aid. Hoping to have state aid numbers by the next budget finance meeting but she is doubtful she will have the numbers by that time because the next meeting is 3/11/26.

### **Curriculum and Instruction Report - Erica Osmond (Chair)**

In attendance on January 27, 2026 were: Dr. Osmond, Mr. Rotante, Mrs. Pormilli, Ms. Phillips, Mrs. Gardella, Dr. Godlesky, Mrs. Rivera, Mr. Perino

There were two proposals discussed during the curriculum meeting:

#### **Middle School**

- Focused on addressing inefficiencies in the current school schedule and outlining the benefits of a proposed 66 minute block model
- Discussed key issues with the current schedule, such as uneven instructional time and rigid student pathways, lack of common planning periods for departments, hindering collaboration, inconsistent teacher duty coverage and difficulty in adjusting student schedule when needed and no built in time for literacy intervention or enrichment
- Proposed schedule was discussed that included math and literacy which will run for 66 minutes every day all year while science and social studies will run daily for one semester
  - Longer blocks allow for more targeted engaged lessons and inner disciplinary literacy support
  - This allows for support and intervention daily

#### **Jackson Township 5-6 school**

- Addressed adjustments to the master schedule, following the recent merger of the two grade levels
- The current system runs two separate master schedules, causing disruption in building flow areas, such as lunches, unified arts and dismissal. Operational challenges are heightened during delayed openings or shorten days
- Proposed a change a unified bell schedule which is needed to manage the movement of students and better prepare them for grade transition.
  - Allows for improved coverage and easier planning for school special events
  - Adjustments will prioritize intervention support and academic rigger
  - Allow us to maintain two teacher teams in grade 5 and prioritize teams development in grade 6 to foster better student and parent connections
  - Allows sixth grade to have recess time which doubles as a window for extra help
  - Proposed more efficient use of shared spaces like the gym and lunchroom
- Presentations from both principles were shared

Next meeting is not yet scheduled.

### **Policy Report - Tina Kas (Chair)**

In attendance on February 11, 2026: Dr. Godlesky, Tina Kas, Allison Barocas, Brian McCarron, Nicole Pormilli

- P 0142.1 Nepotism (M) Revised NJAC 6A23A-6.2 has been readopted without any material revisions. Some provisions were reorganized in the Bylaw Guide to better align with administrative code. Bylaw Guide 0142.1 is mandated for all school districts
- P 1220 (M) Employment of Chief School Administrator - Revised addresses the executive county superintendent's review of certain employment contracts. A board may revise the recruitment procedures and qualification sections of the policy guide. For the Employment of Chief School Administrator; we meet the criteria set by the board.
- P&R 1552 Sexual Harassment - Staff (M) New The previous guides address the issue but did not address Title IX which also applies to sexual harassment of staff in the district. The first federal regulation that addresses this issue is title VII of the civil rights act of 1964 and the second is title IX of the education amendments of 1972. This adoption policy & regulation combines certificated and non-certificated staff and includes titles 7 & 9 together thus combining policy 4352 and 3362 and abolishing them. Upon receiving a complaint from a staff member alleging sexual harassment, the district shall review the alleged conduct to determining whether to apply the grievance procedure for Title VII or Title IX. Strauss Esmay recommends the district consult with their board attorney anytime a sexual harassment complaint is filed by a staff member.
- P & R 9130 (R )Public Complaints - Remove any reference to library material as defined in the Freedom to Read Act which is now addressed in the new P & R 2335 This policy is not for staff unless they are a parent of a student enrolled in the district. Any misunderstandings or disputes between public and District staff should, whenever possible, be settled by direct informal discussions among the interested parties. When that cannot occur, more formal procedures shall be utilized.

Next meeting is not scheduled.

### **Scholarship Report - Michael Walsh (Chair)**

The seniors have finished phase 2 where students submit application. We are now in phase 3 where the sponsors are making their selections. The committee is soliciting ads for their ad journal - this is how money is raised for the scholarships.

### **State and School Board Report - Tara Rivera (Chair)**

The county is hosting an 8th grade dialog on March 5 at Toms River Intermediate East school at 6:30 and the next county meeting is on April 29th at 6:30.

**F. Policy/Regulations**

**Action: 1. Policy-1st Reading Revised**

Motion for the approval of Policy - 1st Reading Revised

P. 0142.1	Nepotism (M)	Bylaws
P.1220	Employment of Chief School Administrator	Administration
P.1552	Sexual Harassment-Staff	Administration
P.9130	Public Complaints	Community
P. TOC 1000	P.1552 Sexual Harassment-Staff	Administration

Document: P. 1220 EMPLOYMENT OF CHIEF SCHOOL ADMINISTRATOR

Document: P. 1552 SEXUAL HARASSMENT – STAFF-New

Document: P. 9130 PUBLIC COMPLAINTS AND GRIEVANCES (5)

Document: P TOC 1000-R 1552 Sexual Harassment

Document: P. 0142.1 NEPOTISM

Motion by Tara Rivera, second by Michael Walsh.

Final Resolution: MOTION CARRIED

Yes: Tina Kas, Erica Osmond, Michael Walsh, Tara Rivera, Brian McCarron, Megan Gardella

**Action: 2. Regulation**

Motion for the approval of Regulation

R. 1552	Sexual Harassment-Staff-New	Administration
TOC 1000 R.1552	Sexual Harassment-Staff-New	Administration
R.9130	Public Complaints and Grievances	Community
TOC 9000 R.9130	Public Complaints	Community

Document: R 1552 SEXUAL HARASSMENT – STAFF-New

Document: R TOC 1000-R 1552 Sexual Harassment

Document: TOC 9000-R.9130 Public Complaints

Document: R 9130 Public Complaints and Grievances-New

Motion by Tara Rivera, second by Michael Walsh.

Final Resolution: MOTION CARRIED

Yes: Tina Kas, Erica Osmond, Michael Walsh, Tara Rivera, Brian McCarron, Megan Gardella

**Action: 3. Abolishment**

Motion for the approval of Abolishment

P. 3362	Sexual Harassment	Teaching Staff Members
P. 4352	Sexual Harassment	Support Staff
Table Of Content 3000	P.3362	Sexual Harassment
Table Of Content 4000	P.4352	Sexual Harassment

Document: P. 3362 SEXUAL HARASSMENT-Abolished

Document: P TOC 3000- P. 3362 Abolished

Document: P TOC 4000-P.4352 Sexual Harassment Abolished

Document: P. 4352 Sexual Harassment- Abolished

Motion by Tara Rivera, second by Michael Walsh.

Final Resolution: MOTION CARRIED

Yes: Tina Kas, Erica Osmond, Michael Walsh, Tara Rivera, Brian McCarron, Megan Gardella

**G. Approval of Minutes**

**Action: 1. Approval of Minutes**

Motion to approve the minutes of the following Board of Education meetings:

Official Board Meeting – January 7, 2026 Closed Session Meeting

Official Board Meeting – January 7, 2026 Business Meeting

Official Board Meeting – January 21, 2026 Closed Session Meeting

Official Board Meeting – January 21, 2026 Business Meeting

Motion by Tara Rivera, second by Michael Walsh.

Final Resolution: MOTION CARRIED

Yes: Tina Kas, Erica Osmond, Michael Walsh, Tara Rivera, Brian McCarron, Megan Gardella

**H. Financial Reports**

**Action: 1. Bill List**

Motion to approve the Bill List and Claims.

Total Computer Checks, February 1-15, 2026	\$ 4,170,443.21
January Bill List	\$ 3,770,549.63
Total Hand Checks, January 31, 2026	\$ 97.79
Total Payroll, January 31, 2026	\$ 7,557,932.81
FICA:	\$ 374,689.23
Total Board Share	\$ 180,707.89
Retired Health Benefits and Pension Payment	\$ 6,742.58
Health Benefits	\$ 2,294,771.58
Refinancing of Existing Debt	\$ 1,020,075.00
Voids	\$ (0.00)
Total Budgetary Payment, for the month	\$ 15,205,566.51
Food Service Board Bills and Claims Jan 2026	\$ 286,306.07

Motion by Tara Rivera, second by Michael Walsh.

Final Resolution: MOTION CARRIED

Yes: Tina Kas, Erica Osmond, Michael Walsh, Tara Rivera, Brian McCarron, Megan Gardella

**Action: 2. Treasurer's and Board Secretary's Reports**

Motion to approve the Treasurer's and Board Secretary's Reports.

Motion by Tara Rivera, second by Michael Walsh.

Final Resolution: MOTION CARRIED

Yes: Tina Kas, Erica Osmond, Michael Walsh, Tara Rivera, Brian McCarron, Megan Gardella

**Board Secretary's Certification:**

Pursuant to N.J.A.C. 6:20-2.12(d), I certify that as of December 31, 2025, no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the Jackson Township Board of Education pursuant to N.J.S.A. ISA:22-8 and ISA:22-8.1.



Daniel Baginski  
Business Administrator/Board Secretary

**I. Public Forum - Agenda Items Only**

**Action, Information: 1. Open Public Forum**

Motion to Open Public Forum

Mrs. Gardella made the following statement: I need a Motion to open public forum on agenda items only. We will hold another public forum during this meeting for other questions. This public forum will be for questions on the AGENDA ONLY. Please sign in and state your name and whether or not you are a Jackson resident. Each person is allowed a maximum of three minutes to speak. No person may speak more than once on a topic until all others have been heard.

Motion by Tara Rivera, second by Michael Walsh.

Final Resolution: MOTION CARRIED

Yes: Tina Kas, Erica Osmond, Michael Walsh, Tara Rivera, Brian McCarron, Megan Gardella

Mrs. Gardella made the following statement: "Please sign in and state your name and whether or not you are a Jackson resident. Each person is allowed a maximum of three minutes to speak. No person may speak more than once on a topic until all others have been heard."

**Action: 2. Close Public Forum**

Seeing no one come forward, Mrs. Gardella asked for a Motion to Close Public Forum

Motion by Tara Rivera, second by Michael Walsh.

Final Resolution: MOTION CARRIED

Yes: Tina Kas, Erica Osmond, Michael Walsh, Tara Rivera, Brian McCarron, Megan Gardella

**J. Finance - Resolution for Action**

**Action: 1. Approve the following motions on Finance**

Based on the recommendation of the Superintendent of Schools, the following finance resolutions are presented to the Board of Education for approval.

Motion by Tara Rivera, second by Michael Walsh.

Final Resolution: MOTION CARRIED

Yes: Tina Kas, Erica Osmond, Michael Walsh, Tara Rivera, Brian McCarron, Megan Gardella

**Discussion:** Mrs. Kas noted the school lunch balance is now \$174,130.52 and the chrome book balance is now \$89,522.99.

Mrs. Gardella, regarding Finance #6, asked about the 25% increase in finance lease of technology. Mr. Baginski responded that the last time we went to bid on technology was 5 years ago and at that time it was a partial replacement and this time it is a full replacement and it also includes chromebook carts for the elementary schools. Mr. Walsh asked if all grade level have carts. Mr. Baginski noted cart are only for k, 1 and 2nd grades. Mrs. Pormilli noted that the carts keep the chromebooks at school and this lowers the amount of damage to the chromebooks.

**Information: 2. Finance-Line Item Transfers December 2025**

The Board of Education, based on the recommendation of the Board Secretary, approves the line-item transfers for the month of December 2025.

*Document: Finance- Line Item Transfer Report for 2-18-26 agenda*

**Information: 3. Finance-Federal Projects December 2025**

The Board of Education, based on the recommendation of the Board Secretary, approves the adjustments to the Federal and State Fund 20 Projects for the 2025-2026 school year for December 2025.

*Document: Finance-Federal Projects Dec 2025 for 2 18 26 Agenda*

**Information: 4. Finance-Awarded Vendors Subsequent to January 1, 2026**

Pursuant to PL 2015, Chapter 47 the Jackson Township Board of Education intends to renew, award, or permit to expire the following contracts subsequently awarded by the Board of Education. These contracts are, have been, and will continue to be in full compliance with all state and federal statutes and regulations; in particular, New Jersey Title 18A:18. et.seq, NJAC Chapter 23, and Federal Uniform Administrative Requirements 2CFR, Part200.

*Document: Finance-Awarded Vendors Subsequent to January 1, 2026 for 2 18 26 agenda*

**Information: 5. Finance-Districtwide Copiers Quote Request**

The Board of Education authorizes the Board Secretary to complete a Request for Quote for a new lease for Districtwide Copiers.

**Information: 6. Finance-Lease Purchase of Technology**

The Board of Education approves the following Resolution for Lease Purchase and Financing of District wide technology equipment:

**RESOLUTION AUTHORIZING THE LEASE PURCHASE OF TECHNOLOGY FROM HP INTEGRATED FINANCIAL SERVICES UNDER BERGEN COUNTY COOPERATIVE- BC-BID-24-38 Computer Equipment and Peripherals - COOP**

**WHEREAS**, the Jackson Township Board of Education has a need for chromebooks and carts for chromebooks to be used in its operations; and

**WHEREAS**, the Jackson Township Board of Education is authorized to purchase goods and services through national and state cooperative purchasing agreements without advertising for bids, pursuant to state statute, N.J.S.A. 52:34-6.2; and

**WHEREAS**, HP Integrated Financial Services is an approved vendor under Bergen County Cooperative Contract # BC-BID-24-38 Computer Equipment and Peripherals - COOP; and

**WHEREAS**, the Jackson Township Board of Education desires to enter into a Lease-Purchase Agreement with HP Integrated Financial Services for the acquisition of said equipment with an option to purchase, for a total amount of \$ 2,790,956.83 over a term of 5 years; and

**NOW, THEREFORE, BE IT RESOLVED** by the Jackson Township Board of Education that the Board Secretary is authorized to execute a Lease-Purchase Agreement with HP Integrated Finance Services for chromebooks and carts for chromebooks, under the terms of Bergen County contract #BC-BID-24-38 Computer Equipment and Peripherals - COOP.

**BE IT FURTHER RESOLVED** that the obligations under this lease shall be subject to annual appropriation by the Jackson Township Board of Education.

**Information: 7. Finance-2024-2025 ESEA Carryover Funds Amendment**

The Board of Education approves an amendment to the 2024-2025 ESEA, (Elementary and Secondary Education Act), Grant to expend prior year carryover funds.

Program	2024-2025 Carryover Funds
Title I, Part A	\$ 12,032.00
Title II, Part A	\$ 42,118.00
Title III	\$ 6,016.00
Title III Immigrant	\$ 1,380.00

**Information: 8. Finance-Reading Intervention for Secondary Engagement (RISE)-Acceptance of Funds**

The Board of Education approves the acceptance of funds for the Reading Intervention for Secondary Engagement (RISE), competitive grant, for fiscal year 2025, starting September 30, 2025 and ending August 31, 2026, in the amount of \$50,000.

**Information: 9. Finance-Professional Advancement and Coherent Teaching Grant-Acceptance of Funds**

The Board of Education approves the acceptance of funds for the instruction materials for the Professional Advancement and Coherent Teaching Grant for fiscal year 2025, starting date September 30, 2025, ending date August 31, 2026, in the amount of \$400,000.

**Information: 10. Finance-Cultivating Achievement Through Coaching in Literacy Comprehension Grant-Acceptance of Funds**

The Board of Education approves the acceptance of funds for the Cultivating Achievement Through Coaching in Literacy Comprehension Grant for fiscal year 2025, starting date September 30, 2025, ending date August 31, 2026, in the amount of \$149,995.

**Information: 11. Finance-Local Recreation Improvement Grant-Acceptance of Funds**

The Board of Education approves the application and acceptance, if awarded, of the New Jersey Department of Community Affairs - Local Recreation Improvement Grant in the amount of \$79,976.32 for the 2026 fiscal year.

**Information: 12. Finance-NJLAP: High Impact Tutoring Grant Program Cohort III-Approval of Application**

The Board of Education approves the application for funds under the New Jersey Learning Acceleration Program: High Impact Tutoring Grant Program Cohort III for fiscal year 2025-2026 & 2026-2027, starting date May 1, 2026, ending date May 31, 2027 in the amount of \$160,000.

**Information: 13. Finance-School Facilities Project**

The Board of Education approves the following resolution for school facility projects:

**RESOLUTION**

**BE IT RESOLVED**, by the Jackson Township School District Board of Education to approve the submission of the following projects to the New Jersey Department of Education, for review and Department approval of a potential "school facilities project" with debt service aid state funding and amendment of the long-range facilities plan to be consistent with the projects. The Board has yet to determine what, if any, of these projects will be pursued and is submitting to the state to determine what may be eligible for funding.

- Renovations at Switlik Elementary School (DOE 1)
- Renovations at Switlik Elementary School (DOE 2)
- Renovations and Site Upgrades at Switlik Elementary School (DOE 3)
- Alterations at Switlik Elementary School
  
- Renovations at Crawford-Rodriguez Elementary School (DOE 1)
- Renovations at Crawford-Rodriguez Elementary School (DOE 2)
  
- Renovations at Howard C. Johnson Elementary School (DOE 1)
- Renovations at Howard C. Johnson Elementary School (DOE 2)
- Renovations at Howard C. Johnson Elementary School (DOE 3)
- Renovations at Howard C. Johnson Elementary School (DOE 4)
  
- Renovations at Lucy Holman Elementary School (DOE 1)
- Renovations at Lucy Holman Elementary School (DOE 2)
- Renovations at Lucy Holman Elementary School (DOE 3)
- Renovations at Lucy Holman Elementary School (DOE 4)
- Alterations at Lucy Holman Elementary School
  
- Renovations at Jackson Township 5-6 School (DOE 1)
- Renovations at Jackson Township 5-6 School (DOE 2)
- Renovations at Jackson Township 5-6 School (DOE 3)
- Renovations and Site Upgrades at Jackson Township 5-6 School (DOE 4)
- Alterations at Jackson Township 5-6 School
  
- Renovations at Jackson Township Middle School (DOE 1)
- Renovations at Jackson Township Middle School (DOE 2)
- Renovations at Jackson Township Middle School (DOE 3)
- Renovations and Site Upgrades at Jackson Township Middle School (DOE 4)
- Alterations at Jackson Township Middle School

**FURTHER**, the Board authorizes Spiezle Architectural Group Inc, to make the submissions to the Department of Education on behalf of the district.

**K. Facilities - Resolutions for Action**

**Action: 1. Approve the following motions on Facilities**

Based on the recommendation of the Superintendent of Schools, the following facilities resolutions are presented to the Board of Education for approval.

Motion by Tara Rivera, second by Michael Walsh.

Final Resolution: MOTION CARRIED

Yes: Tina Kas, Erica Osmond, Michael Walsh, Tara Rivera, Brian McCarron, Megan Gardella

**Information: 2. Facilities-Facilities Usage Report**

The Board of Education approves the use of facilities for groups as filed.

Document: Facilities - Facility Usage for 2 18 26 Agenda

**L. Programs - Resolutions for Action**

**Action: 1. Approve the following motions on Programs**

Based on the recommendation of the Superintendent of Schools, the following programs resolutions are presented to the Board of Education for approval.

Motion by Tara Rivera, second by Michael Walsh.

Final Resolution: MOTION CARRIED

Yes: Tina Kas, Erica Osmond, Michael Walsh, Tara Rivera, Brian McCarron, Megan Gardella

**Information: 2. Programs-Professional Development-Maxwell Leadership Associates**

The Board of Education approves Cheryl Matthews with Maxwell Leader Associates to provide Professional Development (How to Lead and Work with Difficult People) on February 3rd from 8 a.m. to 1 p.m. Cost is \$2,680.00, to be paid by the Preschool Department Professional Development Account #20-218-200-329-09.

**Information: 3. Programs-Jackson Child Care Academy 2026 Summer Camp**

The Board of Education approves the Jackson Child Care Academy 2026 Summer Camp for Jackson students entering Kindergarten through 5th grade in September 2026 as follows:

6 Weeks July 6, 2026 - August 14, 2026	Monday - Friday 8:00 a.m. - 5:00 p.m.	Tuition: \$2,500.00 for 6 week program \$50.00 registration fee per family \$50.00 family discount for additional children	Location: Switlik Elementary School
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**Information: 4. Programs-NJTESOL/NJBE 2026 Spring Conference - Addition**

The Board of Education approves the following personnel to attend the NJTESOL/NJBE 2026 Spring Conference to be paid by Title III Grant funds (Account # 20-241-200-590-09) in the amount of \$325.00, not to exceed \$325.00 in total.

	Last Name	First Name	School	Dates	Acct.	Account Number	Amount
a.	Closius	Kara	JTMS	5/21/26	Title III	20-241-200-590-09	\$ 325.00

**Information: 5. Programs-Special Education - Extended School Year**

The Board of Education approves the 2026 Special Education Extended School Year (ESY) program, scheduled for July 6, 2026 through August 6, 2026. Program locations are at Jackson Township Middle School and Elms Elementary School.

**Information: 6. Programs-Title II 2026 Annual NJAMLE Conference**

The Board of Education approves the following personnel to attend the 2026 Annual NJAMLE Conference on March 18, 2026, to be paid by Title II Grant Funds, (Account #20-270-200-590-09), in the amount of \$1,050.

	Last Name	First Name	School	Account Number	Amount
a.	Baker	Toni	JT 5-6	20-270-200-590-09	\$ 175.00
b.	Delucia	Kelly	JT 5-6	20-270-200-590-09	\$ 175.00
c.	Gagliardi	Melita	JTMS	20-270-200-590-09	\$ 175.00
d.	Jackson	Steven	JTMS	20-270-200-590-09	\$ 175.00
e.	Lane	Lisa	JTMS	20-270-200-590-09	\$ 175.00
f.	Smith	Rylla	JTMS	20-270-200-590-09	\$ 175.00

**Information: 7. Programs-Title I Family Literacy & Math Game Night at JT5-6**

The Board of Education approves the Title I Family Literacy & Math Game Night at JT5-6 for the 2025-2026 school year, to be paid through Title I Grant funds (Account #20-231-200-110-09), not to exceed \$1,200 in total.

**Information: 8. Programs-Title IV Girls on the Run at Switlik and Crawford**

The Board of Education approves the Girls on the Run program for the 2025-2026 school year, to be paid through Title IV Grant funds (Account # 20-280-100-110-09), not to exceed \$4,400 in total.

**Information: 9. Program-JT 5-6 Spring Intramural Sports**

The Board of Education approves the Spring Intramural Sports program for the 2025-2026 school year for the JT 5-6 School. The spring season will consist of 5 sports (disc golf, flag football, running club, soccer, and volleyball) each with a minimum of 2 teachers/coaches to be paid by Title IV Grant funds, (Account # 20-280-100-110-09), not to exceed \$6,875.

**Information: 10. Programs-State House Express Civic Education Transportation Grant**

The Board of Education approves an application and accepts the State House Express Civic Education Transportation Grant for Jackson Township Middle School in the amount of \$450.00. The National Junior Honor Society 8th Grade students will visit the State House on March 3, 2026.

**Information: 11. Programs-Professional Development**

The Board of Education approves professional development requests and the travel related expense resolution from school board and staff members as filed with the appropriate supervisor.

Document: Programs- Professional Development and Travel for 2-18-26 agenda

Document: Programs-Travel Related Expense Forms for 2-18-26 agenda

**Information: 12. Programs-Graphic Arts Teacher to Work on District Crest**

The Board of Education approves the work of one graphic arts educator to assist in the revision of the Jackson School District Crest, with a maximum of 15 hours during the 2025-2026 school year at the contracted rate of \$50.00 hour.

**M. Students - Resolutions for Action**

**Action: 1. Approve the following motions on Students**

Based on the recommendation of the Superintendent of Schools, the following students resolutions are presented to the Board of Education for approval.

Motion by Tara Rivera, second by Michael Walsh.

Final Resolution: MOTION CARRIED

Yes: Tina Kas, Erica Osmond, Michael Walsh, Tara Rivera, Brian McCarron, Megan Gardella

**Information: 2. Students-HIB January Chart**

The Board of Education accepts, in accordance with N.J.S.A. 18A:37-15b(6), the monthly Harassment, Intimidation and Bullying (HIB) Report as presented to the Board of Education during Executive Session.

Document: Students-January 2026 HIB Chart

**Information: 3. Students-Model Congress Trip for JTHS AP U.S. Government/Politics Students**

The Board of Education approves a trip for Jackson Township High School AP U.S. Government/Politics students to attend New Jersey Model Congress in Lawrenceville, NJ, on March 19-20, 2026, to be paid through Title IV grant funds, (Account #20-280-100-800-09), total amount not to exceed \$7,875.

**Information: 4. Students-FBLA State Competition Conference**

The Board of Education approves a JTHS FBLA trip to the FBLA State Competition Conference in Atlantic City, NJ from March 9-11, 2026. The purpose of this trip is to compete against other NJ high school FBLA chapters in tests and role plays that depict typical scenarios in business disciplines such as marketing, finance, accounting, entrepreneurship, and sports management.

**Information: 5. Students-JTMS Esports Club Trip to GSE Championship at Georgian Court University**

The Board of Education approves transportation for the Jackson Township Middle School Esports Club to attend the GSE Championship at Georgian Court University on Feb. 21, 2026. There is no fee for registration, and transportation will be paid through the Esports Grant Funds (Account #20-457-200-500-09), total amount not to exceed \$357.50.

**Information: 6. Students-NJ DECA State Career Development Conference**

The Board of Education approves a JTHS DECA trip to the New Jersey DECA State Career Development Conference in Atlantic City, NJ, on March 3-5, 2026. The purpose of this trip is to compete against other New Jersey high school DECA chapters in tests and role plays that depict typical scenarios in business disciplines such as marketing, finance, accounting, entrepreneurship, hospitality, and law. Students will also compete in categories of prepared promotional plans, business operations research papers, and entrepreneurial activities.

**Information: 7. Students-NJHS Broadway Trip to NYC**

The Board of Education approves a trip for the Jackson Township Middle School National Junior Honor Society and Band Students to New York City to see Aladdin at the New Amsterdam Theater on Wednesday March 25, 2026, at no cost to the Board.

**Information: 8. Students-Educational Field Trips**

The Board of Education approves educational and athletic field trips as filed with the Transportation Director.

Document: *Students-Educational Field Trips for 2 18 26 Agenda*

**Information: 9. Students-JTMS & JTHS Spring Athletic Schedules**

The Board of Education approves the 2026 Spring Athletic Schedules for Jackson Township Middle School and Jackson Township High School.

Document: *Students - JTMS 2026 Spring Athletic Schedule for 2-18-26 Agenda*

Document: *Students - JTHS 2026 Spring Athletic Schedule for 2-18-26 Agenda*

**N. Personnel - Resolutions for Action**

**Action: 1. Approve the following motions on Personnel**

Based on the recommendation of the Superintendent of Schools, the following personnel resolutions are presented to the Board of Education for approval.

Motion by Tara Rivera, second by Michael Walsh.

Final Resolution: MOTION CARRIED

Yes: Tina Kas, Erica Osmond (abstain from 16, yes to all others), Michael Walsh, Tara Rivera, Brian McCarron, Megan Gardella

**Discussion** - Dr. Osmond, regarding Personnel 16 paid coaches, asked if a survey to parent was done prior to offering the roles. Mrs. Pormilli noted that the survey was done for Fall sports. Dr. Osmond noted there are a few Spring sports on the agenda and asked if a Spring survey was completed. Mrs. Pormilli said she would have to check if Spring surveys were done last year in the midst of redistricting and would get back to Dr. Osmond.

**Information: 2. Personnel-Retirements**

The Board of Education, upon the recommendation of the Superintendent, accepts with best wishes, the resignation of the following employees, due to retirement:

	Last Name	First Name	Title	Location	Effective Date
a.	Coccoli	Julie	Paraprofessional	Elms	10/1/26
b.	Ferone	Harry	TV Technology Teacher	JTHS	7/1/26
c.	Giannetti	Frank	Health/Physical Education Teacher	JTHS	6/1/26
d.	Goodwin	Susan	LDTTC	JTHS	7/1/26
e.	O'Brien	Carol	Teacher	Elms	7/1/26
f.	Rodaligo	Linda	Food Service Worker-Lead	Johnson	7/1/26
g.	Scheddin	Deana	Driver	Transportation	7/1/26
h.	Susino-Vitale	Jeanine	Special Education Teacher	Crawford	11/1/26
i.	White	Elaine	Literacy Teacher	JTMS	7/1/26

**Information: 3. Personnel-Resignations**

The Board of Education, upon the recommendation of the Superintendent, accepts the resignation of the following employees:

	Last Name	First Name	Title	Location	Effective Date
a.	Bruinooge	Jayne	Special Education Teacher	JTHS	3/30/26
b.	Harris	Parbattie	Secretary-COSA	Admin	3/9/26
c.	McAvoy	Linda	Lunchroom Aide	JTHS	1/29/26

**Information: 4. Personnel-Leave of Absences**

The Board of Education approves a leave of absence for the following personnel:

	Last Name	First Name	Title	Location	Leave Type	Start Date	End Date	Return to Work
a.	Barry	Jessie-Ann	Van Aide	Transportation	Paid Sick Leave	2/2/26	2/27/26	NA
					Unpaid Federal FMLA	3/2/26	TBD	NA
b.	Caggiano	Laureen	SAC	JTMS	Unpaid Federal FMLA	1/28/26	TBD	NA
c.	Caruso	Amy	Math Teacher	JTHS	Paid Medical	3/4/26	4/1/26	4/13/26
d.	Caruso	Nicholas	Physical Education Teacher	JT 5-6	Paid Sick Leave	3/4/26	3/23/26	3/24/26
e.	Case	Ashley	Driver	Transportation	Intermittent Paid and Unpaid Federal and NJ FMLA	2/18/26	6/30/26	NA
f.	Cirello	Dana	Speech Language Specialist	Elms	Revised Unpaid Federal and NJ FMLA	11/14/25	2/25/26	NA
					Paid Leave (using Personal Days)	2/26/26	3/2/26	NA
					Revised Child Care	3/3/26	3/31/26	4/1/26

	Last Name	First Name	Title	Location	Leave Type	Start Date	End Date	Return to Work
g.	Closius	Kara	Reading Teacher	JTMS	Paid Medical	2/5/26	TBD	NA
h.	Conklin	Melissa	Social Worker	JTHS	Paid Sick Leave	1/5/26	1/9/26	NA
					Revised Unpaid Federal and NJ FMLA	1/12/26	2/5/26	NA
					Paid Sick Leave	2/6/26	2/27/26	3/2/26
i.	Cooney	Erin	Preschool Paraprofessional	Elms	Intermittent Paid and Unpaid Federal and NJ FMLA	2/2/26	6/30/26	NA
j.	Cortes	Tiffany	School Nurse	Preschool Annex	Unpaid Federal and NJ Family Leave	11/26/25	3/9/26	NA
					Revised Unpaid Child Care	3/10/26	6/30/26	9/1/26
k.	Cozart	Arnell	Paraprofessional	JTHS	Revised Unpaid Federal and NJ FMLA	11/10/25	2/19/26	2/20/26
l.	DeChamplain	Deborah	Paraprofessional	Elms	Paid Medical	2/2/26	2/9/26	NA
					Unpaid Federal FMLA	2/10/26	TBD	NA
m.	Dordas	Kathryn	Van Aide	Transportation	Intermittent Federal and NJ FMLA	1/23/26	6/30/26	NA
n.	Edeen	Einar	Driver	Transportation	Unpaid Federal and NJ FMLA	2/4/26	TBD	NA
o.	Figueroa	Jaime	Driver	Transportation	Paid Sick Leave	2/2/26	2/6/26	NA
					Unpaid Federal and NJ FMLA	2/9/26	3/31/26	4/1/26
p.	Flynn	Diane	Driver	Transportation	Intermittent Paid and Unpaid Federal and NJ FMLA	12/6/25	08/06/26	NA
q.	Hirschberg	Melissa	LDTC	JT 5-6	Revised Unpaid Federal and NJ FMLA	11/24/25	3/5/26	NA
					Revised Unpaid Child Care	3/6/26	3/31/26	4/1/26
r.	Jaroslowsky	Andrew	Driver	Transportation	Paid Medical	1/5/26	half day 2/17/26	NA
					Unpaid Federal and FMLA	half day 2/17/26	TBD	NA
s.	Kenny	Kristen	Kindergarten Teacher	Elms	Revised Federal and NJ FMLA	1/8/26	4/16/26	NA
					Revised Child Care	4/17/26	4/17/26	4/18/26
t.	Mazzocchi	Yuliya	Speech Language Specialist	JT 5-6	Revised Unpaid Child Care	1/7/26	3/31/26	4/1/26
u.	Moore	George	Driver	Transportation	Revised Unpaid Medical	1/12/26	2/13/26	2/17/26
v.	O'Brien	Darlyn	Custodian	JTHS	Unpaid Federal FMLA	10/15/25	1/9/26	NA
					Unpaid Medical	1/12/26	TBD	NA
w.	Pennington	Karyn	Literacy Teacher	JTMS	Revised Unpaid Federal and NJ FMLA	1/5/26	4/13/26	NA
					Revised Unpaid Child Care	4/14/26	4/27/26	4/28/26
x.	Puglisi	Angelica	Speech Language Specialist	Elms	Revised Paid Medical	1/20/26	2/3/26	NA
					Revised Unpaid Federal and NJ FMLA	2/4/26	5/7/26	5/8/26
y.	Ranieri	Stacy	Van Aide	Transportation	Paid Medical	1/14/26	2/27/26	retire 3/1/26
z.	Santoro	Nicole	Computer Literacy Teacher	JTMS	Paid Medical	4/13/26	6/30/26	NA
					Paid Leave (Personal Days)	9/1/26	9/3/26	NA
					Unpaid Federal and NJ FMLA	9/8/26	12/10/26	NA
					Child Care	12/11/26	12/23/26	1/4/27
aa.	Savage	Joan	Preschool Paraprofessional	Preschool Annex	Intermittent Paid and Unpaid Federal and NJ FMLA	1/5/26	9/1/26	NA
bb.	Schiro	Jenny	Secretary-COSA	Transportation	Revised Paid Medical	12/8/25	3/18/26	NA
					Unpaid Federal FMLA	3/19/26	TBD	NA
cc.	Sharp	Gretchen	Math Teacher	JTHS	Paid Medical	1/28/26	TBD	NA
dd.	Shupe	Jaclyn	Paraprofessional	Holman	Revised Paid	2/2/26	2/17/26	NA
					Revised Unpaid Federal and NJ FMLA	2/18/26	5/21/26	NA
					Revised Unpaid Child Care	5/22/26	5/29/26	6/1/26
ee.	Spieler	Carmela	Family Consumer Science Teacher	JTHS	Paid Sick Leave	2/2/26	TBD	NA

	Last Name	First Name	Title	Location	Leave Type	Start Date	End Date	Return to Work
ff.	Velez	Erin	Custodian	Holman	Paid Sick Leave	1/12/26	1/27/26	1/28/26
gg.	Wypych	Nika	Driver	Transportation	Revised Paid Medical	2/24/26	3/10/26	NA
					Revised Unpaid Federal FMLA	3/11/26	TBD	NA

**Information: 5. Personnel-Rescind Employment**

The Board of Education approves the rescindment of employment of the following personnel:

	Last Name	First Name	Title	Location	Original Board Agenda
a.	Boyce	John	PT Custodian	Facilities	1/21/26
b.	Lennon	Rachel	PreK Van Aide	Transportation	12/17/25

**Information: 6. Personnel-New Employments**

The Board of Education approves the employment of the following personnel:

	Last Name	First Name	Title	Location	Account	Replacing	PC #	Effective date	Salary	Step
a.	Almerigotti	Alyssa	Special Education Teacher	JTMS	11-213-100-101-09	Morgan Rosetti (transfer)	1397	2/19/26, pending criminal history	\$60,742.00	BA Step 1
b.	Chaves Ramos	Fredy	Driver	Transportation	11-000-270-160-08	Melissa Rivera (resigned)	1166	2/19/26 pending criminal history	6.50 hours per day, \$31.00 per hour	1
c.	Ellison	Kaylee	Preschool Van Aide	Transportation	20-218-200-104-09	Gregory Chlestos (transfer)	1841	3/2/26, pending criminal history	5.75 hours per day, \$21.00 per hour	1
d.	Garofano	Anthony	Van Aide	Transportation	11-000-270-107-08-250311	George Moore (transfer)	329	3/2/26, pending criminal history	5.75 hours per day, \$21.00 per hour	1
e.	Maldonado-Ortiz	Alex	Van Aide	Transportation	11-000-270-107-08-250311	Rosalie Melchiorri (resigned)	235	3/2/26, pending criminal history	5.75 hours per day, \$21.00 per hour	1
f.	McCollum	Laneeshia	Mechanic Helper	Transportation	11-000-270-160-08-250301	Daniel Sanchez (transfer)	1303	3/2/26, pending criminal history	\$50,980.80	5
g.	Reilly	Alba	Lunchroom Aide (3 hours per day)	Elms	11-000-262-107-11-250400	Chandrea Herron (resigned)	774	2/19/26, pending criminal history	\$8,667.00	1
h.	Riester	Eric	Social Studies Teacher	JTMS	11-130-100-101-01	Joseph Fuca (transfer)	7	2/19/26	\$60,742.00	BA Step 1
i.	Smart	Ivette	Van Aide	Transportation	11-000-270-107-08-250311	Adam Mitchell (resigned)	520	2/19/26	5.75 hours per day, \$21.00 per hour	1
j.	Ubl	Janice	Driver	Transportation	11-000-270-160-08	George Pfeifer (resigned)	1376	2/19/26 pending criminal history	6.50 hours per day, \$31.00 per hour	1

**Information: 7. Personnel-Transfers**

The Board of Education approves the transfer of the following personnel:

	Last Name	First	From Position	From Location	To Position	To Location	Paid to Account	Replacing	PC#	Effective Date	Salary Change
a.	Mazzocchi	Yuliya	Speech Language Specialist	JT 5-6	Speech Language Specialist	Elms	11-000-216-100-11-210000	Transfer position	82	4/1/26	NA

**Information: 8. Personnel-Contract Adjustments**

The Board of Education approves the following contract adjustments:

	Last Name	First Name	Title	Location	Account	Effective date	Salary from	Salary to	Step	Reason
a.	Rotunno	Donna	Preschool Van Aide	Transportation	20-218-200-104-09	2/19/26	5.75 hours per day, \$21.00 per hour	6.5 hours per day, \$21.00 per hour	1	Route Adjustment

**Information: 9. Personnel-Longevity**

The Board of Education approves the following contract adjustments for longevity for the 2025-2026 school year, in accordance with the current negotiated contracts:

	Last Name	First Name	Title	Bargaining Group	Effective Date	Longevity Years	Current Salary	Adjustment	Adjusted Salary (Prorated)
a.	Callahan	Holly	Art Teacher	JEA	3/1/26	25 Years	\$99,752.00	\$500.00	\$100,252.00
b.	Donnelly	Heather	Reading Specialist	JEA	3/1/26	17 Years	\$90,892.00	\$1,500.00	\$92,392.00
c.	Engle	Todd	Technology Teacher	JEA	3/1/26	20 Years	\$96,152.00	\$500.00	\$96,652.00
d.	Malcolm	Jennifer	Kindergarten Teacher	JEA	3/1/26	25 Years	\$95,152.00	\$500.00	\$95,652.00
e.	McElwee	Diana	Teacher	JEA	3/1/26	20 Years	\$86,592.00	\$500.00	\$87,092.00
f.	Sharples	James	Special Education Teacher	JEA	3/1/26	20 Years	\$94,652.00	\$500.00	\$95,152.00
g.	Tedeschi	David	Guidance Counselor	JEA	3/1/26	20 Years	\$102,666.78	\$500.00	\$103,166.78

**Information: 10. Personnel-Substitute Teachers and Paraprofessionals**

The Board of Education approves the following substitutes and daily rates for the 2025-2026 school year, to include one (1) day orientation at their daily rate:

	Last Name	First Name	Para-professional \$115.00 per day	Para-professional with 60 credits \$130.00 per day	Substitute Teacher (Substitute Certification 30-60 credits) \$130.00 per day	Substitute Teacher (Substitute Certification -BA/MA) \$150.00 per day	Substitute Teacher (CE/CEAS/Standard) \$170.00 per day	Substitute Long Term Leave > 8 weeks \$225.00 per day
a.	Godlesky	Ethan			X			
b.	Landers	Carla					X	X
c.	Ostroman	Matthew				X		
d.	Page	Jeffrey					X	X
e.	Pejoski	Alexander			X			

**Information: 11. Personnel-Substitutes (Other)**

The Board of Education approves the employment of the following substitutes for the 2025-2026 School Year, effective Feb. 19, 2026, 2026, unless otherwise noted:

	Last Name	First Name	Substitute Position	Rate
a.	Boyce	John	Custodian	\$17.00

**Information: 12. Personnel-Security Outside Events**

The Board of Education approves all SLEOs and Substitute SLEOs to do work for Security-Outside Events for the 2025-2026 school year, \$40.00 per hour or hourly contracted rate, whichever is higher (Account #11-300-266-100-09-25012).

**Information: 13. Personnel-Co-Curricular**

The Board of Education approves the following Co-Curricular Advisor hires / adjustments for the 2025-2026 school year:

	Location	Last Name	First Name	Non-Teaching Assignment	Percent	Step	Payment Amount
a.	JTHS	Muniz	Melissa	Junior Class Advisor	75%	B1	\$3,837.00

**Information: 14. Personnel-Graphics Work on District Crest**

The Board of Education approves Jessee Bassel, Art Teacher/JTHS, to complete graphic arts work for the revision of the District Crest during the 2025-2026 School Year, at a rate of \$50 per hour, not to exceed 15 hours (Account #11-000-221-110-09-220000).

**Information: 15. Personnel-SAT Preparatory Class**

The Board of Education approves the following teachers for high school SAT Preparatory Class for 30 hours each (20 hours instructional & 10 hours prep), unless otherwise noted, \$50.00 per hour. (Account #13-428-100-101-09)

	Last Name	First Name	Location
a.	Disanza	Michael	ELA/JTHS
b.	Trevena	Nicole	MAT/JTHS

**Information: 16. Personnel-Athletic Coaches**

The Board of Education approves the following High School and Middle School Coaches for the 2025-2026 school year:

	Last Name	First Name	Location	Non-Teaching Assignment	Sport	Percent	Step	Payment Amount
a.	Espinosa	Servio	JTHS	Assistant Coach	Boys Volleyball	50%	B4	\$2,565.00
b.	Pagliari	Christopher	JTHS	Assistant Coach	Boys Tennis	100%	C6	\$5,375.00
c.	Palmieri	Andrew	JTHS	Assistant Coach	Girls Softball	50%	B1	\$2,502.50
d.	Pienkowski	Christina	JTHS	Assistant Coach	Girls Softball	50%	B1	\$2,502.50
e.	Pienkowski	Joseph	JTHS	Assistant Coach	Girls Lacrosse	100%	B6	\$5,558.00
f.	Siering	Justin	JTHS	Assistant Coach	Boys Lacrosse	100%	B5	\$5,240.00
g.	Torres	Aleiana	JTHS	Assistant Coach	Boys Volleyball	50%	B2	\$2,521.50

**Information: 17. Personnel-Volunteer Coaches**

The Board of Education approves the following volunteer coaches for the 2025-2026 school year:

	Last Name	First Name	Location	Volunteer Assignment	Sport	Assisting Head Coach
a.	Bohringer	Connor	JTHS	Assistant Coach	Baseball	Patrick George
b.	Brethauer	James	JTHS	Assistant Coach	Girls Golf	Timothy Schenck
c.	Cecere	Matthew	JTHS	Assistant Coach	Baseball	Patrick George
d.	Espinosa	Diego	JTHS	Assistant Coach	Baseball	Patrick George
e.	Gallacher	Ryan	JTHS	Assistant Coach	Baseball	Patrick George
f.	Herrmann	Paul	JTHS	Assistant Coach	Girls Golf	Timothy Schenck
g.	Huzzy	Robert	JTHS	Assistant Coach	Baseball	Patrick George
h.	Kipp	Jay	JTHS	Assistant Coach	Boys Spring Track	Stephen Theobald
i.	Lockhart	Gregory	JTHS	Assistant Coach	Girls Golf	Timothy Schenck
j.	Mulholland	Christopher	JTHS	Assistant Coach	Boys Lacrosse	Anthony Dzienkiewicz
k.	Parikh	Austin	JTHS	Assistant Coach	Softball	Laura Borrelli
l.	Patterson	Gregg	JTHS	Assistant Coach	Boys and Girls Lacrosse	Anthony Dzienkiewicz/ Sarah Hayek
m.	Taylor	Quinn	JTHS	Assistant Coach	Baseball	Patrick George
n.	Torres	Aleiana	JTHS	Assistant Coach	Boys Volleyball	Steven Vanhise
o.	Trautwein	Darren	JTHS	Assistant Coach	Boys Volleyball	Steven Vanhise
p.	West	John	JTHS	Assistant Coach	Boys Spring Track	Stephen Theobald

**Information: 18. Personnel-Student Teachers**

The Board of Education approves the following student teachers as filed with the Assistant Superintendent:

	Last Name	First Name	Request	College / University	Dates	Cooperating Teacher(s)	School
a.	Bassellini	Casey	Practicum	Georgian Court University	2/19/26-5/31/26	Courtney Stearns / Rosemary White	JT 5-6
b.	Bruno	James	Practicum	William Paterson University	2/19/26-5/31/26	Sheri Ellenport	JT 5-6
c.	Devine	John	Practicum	Monmouth University	2/19/26-5/31/26	Scott Katona	JT 5-6

	Last Name	First Name	Request	College / University	Dates	Cooperating Teacher(s)	School
d.	Ginelli	Kyra	Practicum	Georgian Court University	2/19/26-5/31/26	Nicole Beetel	Elms
e.	Lattie	Alexis	Practicum	Monmouth University	2/19/26-5/31/26	Crystal Barlow	Johnson

**Information: 19. Personnel-Child Care**

The Board of Education approves the staff and salaries for the Child Care Academy's 2025-2026 school year (Account #62-990-320-100-09):

	Last Name	First Name	District Lead Teacher	Teacher/ Substitute Teacher	Paraprofessional / Substitute Paraprofessional	Receptionist / Substitute Receptionist	Child Care Assistant
a.	Meyer	Lauren		X			
b.	Sanfelice	Danielle			X		

**Information: 20. Personnel-JTV Digital Media Academy Students**

The Board of Education approves the JTV Digital Media Academy students to participate in JTV shoots on a volunteer/class study basis, pending completion of all hiring paperwork, at which time they will be eligible to be paid an honorarium amount of \$25.00 per event as a JTV student worker for the 2025-2026 school year (Account #62-998-320-100-09).

	Last Name	First Name
a.	Keller	Morgan

**Information: 21. Personnel-LIFT Grant Coordinator**

The Board of Education approves the following LIFT Grant Coordinator for the 2025-2026 school year to be funded by the LIFT Grant (Account # 20-463-200-110-09).

	Last Name	First Name	Stipend
a.	O'Neill	Melissa	\$3,000.00

**Information: 22. Personnel-Screenagers Amendment**

The Board of Education approves an account number revision for the Screenagers Family Mental Health Program for the Jackson School District families and students in grades 5-12 to be funded by 2025-2026 Title IV Grant fund, revised Account #20-280-200-110-09.

	Last Name	First Name	School	Account
a.	Brown	Melissa	JTMS	20-280-100-110-09 20-280-200-110-09
b.	Hobbs	Kelly	JTHS	20-280-100-110-09 20-280-200-110-09
c.	Kratz	Susan	JTHS	20-280-100-110-09 20-280-200-110-09

**Information: 23. Personnel-Enrichment Teachers**

The Board of Education approves the following additional Enrichment Teachers for the 2025-2026 school year (Account #11-000-223-110-09-220102):

	Last Name	First Name	Position	Location	Stipend
a.	Jackson	Steven	Teacher-Grade 7/8	JTMS	\$650.00
b.	Riccardi	April	Teacher-Grade 7/8	JTMS	\$650.00

**Information: 24. Personnel-Title I & Title IV Amendment for High Impact Tutoring**

The Board of Education approves the following personnel revision for the Title I and Title IV: High Impact Tutoring Program for the 2025-2026 school year to be paid through Title I and Title IV grant funds.

	Last Name	First Name	School	Position	Account	Amount
c.	Barlow Glushko	Crystal Lorraine	Johnson	Tutor	20-231-100-110-03	\$1,200.00

**Information: 25. Personnel-Title I Family Literacy & Math Game Night at JT 5-6**

The Board of Education approves personnel for the Title I Family Literacy & Math Game Night at JT5-6 for the 2025-2026 school year, to be paid through the Title I Grant Fund, (Account #20-231-200-110-09), not to exceed \$1,200 total.

	Last Name	First Name	School	Amount
a.	Clauburg	Nicole	JT 5-6	\$ 150.00
b.	Del Core	Jessica	JT 5-6	\$ 150.00
c.	Figueroa	Karen	JT 5-6	\$ 150.00
d.	Levine	Kaitlin	JT 5-6	\$ 150.00
e.	Louis	Stacey-Ann	JT 5-6	\$ 150.00
f.	Perrine	Christine	JT 5-6	\$ 150.00
g.	Svoboda	Melissa	JT 5-6	\$ 150.00
h.	White	Rosemary	JT 5-6	\$ 150.00

**Information: 26. Personnel-Title IV Girls on the Run at Switlik and Crawford**

The Board of Education approves the following personnel for the Girls on the Run program for the 2025-2026 school year, to be paid through Title IV Grant funds account (Account #20-280-100-110-09), not to exceed \$4,400 total.

	Last Name	First Name	School	Amount
a.	Koopman	Nicole	Crawford	\$ 1,100.00
b.	Leon	Brielle	Crawford	\$ 1,100.00
c.	Scrofani	Destiny	Switlik	\$ 1,100.00
d.	Wood	Christine	Switlik	\$ 1,100.00

**Information: 27. Personnel-Title IV JT 5-6 Spring Intramural Sports**

The Board of Education approves the following personnel for the Spring Intramural Sports program for the 2025-2026 school year for the JT 5-6 School. The spring season will consist of 5 sports (disc golf, flag football, running club, soccer, and volleyball), each with a minimum of 2 teachers/coaches to be paid by Title IV Grant funds, (Account #20-280-100-110-09), not to exceed \$6,875.

	Last Name	First Name	School	Sport	Amount
a.	Figueroa	Karen	JT 5-6	Volleyball	\$625.00
b.	Mc Ewan	Jason	JT 5-6	Disc Golf	\$625.00
c.	McNeil	Jennifer	JT 5-6	Running Club	\$625.00
d.	Perrine	Kyle	JT 5-6	Disc Golf	\$625.00

	Last Name	First Name	School	Sport	Amount
e.	Rainieri	Dylan	JT 5-6	Running Club	\$625.00
f.	Rainieri	Dylan	JT 5-6	Soccer	\$625.00
g.	Totten	Brandon	JT 5-6	Flag Football	\$625.00
h.	Totten	Brandon	JT 5-6	Soccer	\$625.00
i.	Totten	Brandon	JT 5-6	Volleyball	\$625.00
j.	Whytlaw	Graeme	JT 5-6	Flag Football	\$625.00
k.	Whytlaw	Graeme	JT 5-6	Volleyball	\$625.00

**Information: 28. Personnel-Suspension**

The Board of Education approves the suspension without pay of one (1) employee (I.D. #103894), for five (5) days, for failure to follow established procedures, name on file with the Superintendent.

**O. Public Forum**

**Action, Information: 1. Open Public Forum Policy**

Motion to Open Public Forum

Mrs. Gardella made the following statement: "I need a Motion to open public forum any topic pertaining to the Board of Education. Please sign in and state your name and whether or not you are a Jackson resident. Each person is allowed a maximum of three minutes to speak. No person may speak more than once on a topic until all others have been heard."

Motion by Tara Rivera, second by Michael Walsh.

Final Resolution: MOTION CARRIED

Yes: Tina Kas, Erica Osmond, Michael Walsh, Tara Rivera, Brian McCarron, Megan Gardella

Nashama Goldstein - resident and parent of non-public student - She thanked Dan Baginski for his very helpful and quick response to her inquiries last month. She wished much success in selecting new superintendent. She praised Mrs. Pormilli and was thankful to see the wonderful staff in our schools tonight.

**Action: 2. Close Public Forum**

Motion to Close Public Forum

Seeing no one else come forward, Mrs. Gardella asked for a Motion to Close Public Forum.

Motion by Tara Rivera, second by Michael Walsh.

Final Resolution: MOTION CARRIED

Yes: Tina Kas, Erica Osmond, Michael Walsh, Tara Rivera, Brian McCarron, Megan Gardella

**P. Board Comments**

**Information: 1. Board Comments**

Mrs. Kas congratulated all of the athletic teams and all the teachers tonight and noted they are valued. She made a special congratulations to Mrs. Scott because her son had her as a teacher and she knows firsthand how wonderful she is.

Dr. Osmond congratulated all of the well-deserved teachers honored tonight. She thanked Ms. Erwin for her assistance with survey slideshow tonight.

Mr. Walsh congratulated the honorees tonight. He congratulated the boys and the girls basketball team for winning their division championships. He congratulated the boys and girls wrestling for making it to the sectional finals. He liked that the students are expanding their horizon with a trip to Aladdin on Broadway.

Mrs. Rivera thanked everyone for coming out and viewing on live stream. She congratulated all the honorees tonight.

Mr. McCarron congratulated all the award winners tonight. She thanked Ms. Erwin with the survey results. She wished the winter sports the best of luck in upcoming events.

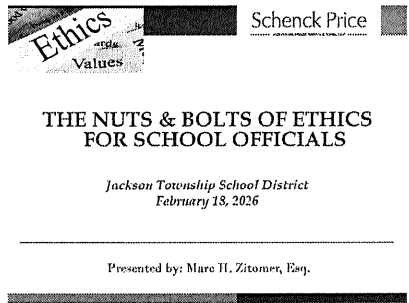
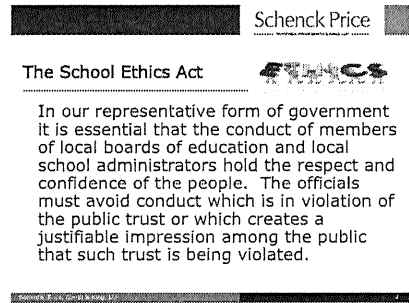
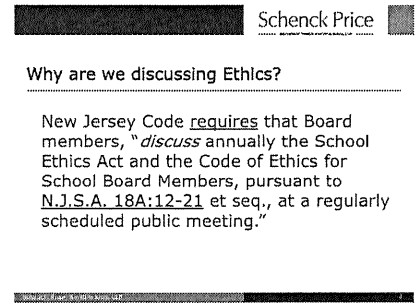
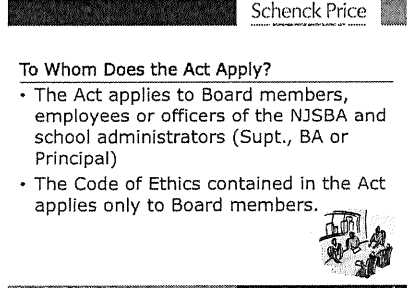
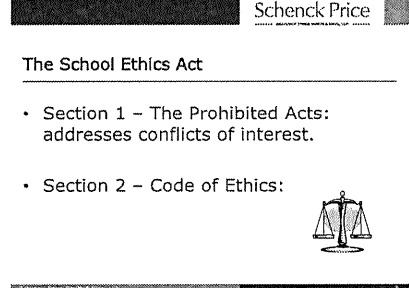
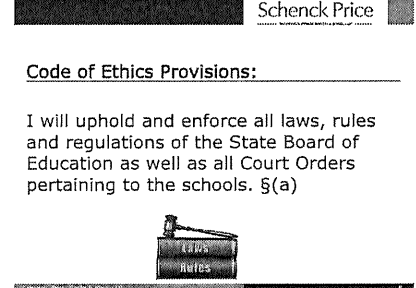
Mrs. Gardella attended the girls basketball senior night and was impressed with the unique presentation of their framed jerseys from their freshman year. She noted there is a new commissioner of education and there are a lot of new education committee members. She encouraged everyone to reach out inform them about our town and our situation the website for more information and email addresses is njleg.state.nj.us. Education committee is meeting, tomorrow Thursday and it would be great if members of our town reach out to them.

Mrs. Gardella noted that this concludes the regular elements of our Board meeting. The Board will now receive our annual presentation on the School Ethics Act and Code of Ethics for School Board Members from our attorney, Mr. Marc Zitomer. This portion of the meeting remains public, and after the presentation, there will be a motion to adjourn.

**Q. Annual BOE Code of Ethics Presentation**

**Information: 1. Annual Code of Ethics Presentation**


Marc Zitomer, Board Attorney presented the following slides:

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**Code of Ethics Provisions:**


I will make decisions in terms of the educational welfare of children and will seek to develop and maintain public schools that meet the individual needs of all children regardless of their ability, race, creed, color, sex or social standing. §(b)



Schenck Price

**Code of Ethics Provisions:**


I will confine my board action to policy making, planning, and appraisal, and I will help to frame policies and plans only after the board has consulted those who will be affected by them. §(c).



Schenck Price

**Code of Ethics Provisions:**

I will carry out my responsibility, not to administer the schools, but, together with my fellow board members, to see that they are well run. §(d).



Schenck Price

**To Prove Violation:**


One must show that Respondent(s) gave a direct order to school personnel or became directly involved in activities or functions that are the responsibility of school personnel or the day-to-day administration of the school district. *NAC 6A:2B-6.4(a)(4)*

SEC found a violation of this section where a board member asked for copies of SAT reports directly from the guidance secretary, inspected lockers in the boys' locker room and instructed staff on the supervision of students. In the *Matter of Lahn, Delissa Bd. of Ed., C25-05* (December 20, 2005)

Schenck Price

**Code of Ethics Provisions:**

I will recognize that authority rests with the board of education and will make no personal promises nor take any private action that may compromise the board. §(e).



Schenck Price

**Code of Ethics Provisions:**

I will refuse to surrender my independent judgment to special interest or partisan political groups or to use the schools for personal gain or the gain of friends. §(f)

Schenck Price

**Code of Ethics Provisions:**

I will hold confidential all matters pertaining to the schools which, if disclosed, would needlessly injure individuals or the schools. In all other matters I will provide accurate information. §(g)

**CONFIDENTIAL**

Schenck Price

**Code of Ethics Provisions:**

I will vote to appoint the best qualified personnel available after consideration of the recommendation of the chief school administrator §(h)

Schenck Price


**Code of Ethics Provisions:**

- I will support and protect school personnel in proper performance of their duties. §(i)
- Factual evidence of a violation of this Code provision shall include evidence that the respondent(s) took deliberate action which resulted in *undermining, opposing, compromising or harming* school personnel in the proper performance of their duties.

Schenck Price

**Code of Ethics Provisions:**


I will refer all complaints to the chief administrative officer and will act on the complaints at public meetings only after failure of an administrative solution §(j)



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**Who Can File A Complaint?**


- Any person may file a complaint alleging a violation of the Act or Code.
- A Board of Education cannot file a complaint, but individual members can do so.
- There is a 6 month statute of limitations for filing complaints.



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**The School Ethics Commission:**


- The SEC is the only entity that can determine whether a school official's conduct violated the Act.
- Any school official may request an advisory opinion from the SEC about his/her own conduct. If the opinion relates to the conduct of another school official, that school official must be copied and may file a response.



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**Sanctions for Violations of the Act:**


- Reprimand;
- Censure;
- Suspension; or
- Removal.



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**BOE Member Free Speech Issues:**

- Board members have a First Amendment to express themselves, however, according to the Ethics Code, they may not disclose information which is inaccurate, confidential or which has the potential to compromise the Board.
- Members should not publicly criticize the staff.



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**Free Speech Continued:**

- Members shall not represent his/her personal opinion as the position of the Board and shall include in all formal expressions in which his/her Board affiliation is likely to be recognized, such as letters to government officials or newspapers, speeches to organizations, and the like, a statement that he/she is a member of the Board, is speaking as a private citizen and the opinions expressed do not necessarily represent those of the Board. (See Policy 0146, 0169)
- Disclaimer should be utilized.

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**Sample Disclaimer Language:**

THE FOLLOWING STATEMENTS ARE MADE IN MY CAPACITY AS A PRIVATE CITIZEN, AND NOT IN MY CAPACITY AS A BOARD MEMBER. THESE STATEMENTS ARE ALSO NOT REPRESENTATIVE OF THE BOARD OR ITS INDIVIDUAL MEMBERS, AND SOLELY REPRESENT MY OWN PERSONAL OPINIONS.

  
Disclaimer


Schenck Price

**Indemnification:**

N.J.S.A. 18A:12-20 provides:  
Whenever a civil, administrative, criminal or quasi-criminal action or other legal proceeding has been or shall be brought against any person for any act or omission arising out of and in the course of the performance of his duties as a member of a board of education . . . the board of education shall defray all costs of defending such action, including reasonable counsel fees and expenses, together with costs of appeal, if any, and shall save harmless and protect such person from any financial loss resulting therefrom. (emphasis added)

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**QUESTIONS?**



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**R. Adjournment**  
**Action: 1. Adjournment by Acclamation**  
Motion to Close the Meeting

Motion by Tara Rivera, second by acclamation.  
Final Resolution: MOTION CARRIED  
Yes: Tina Kas, Erica Osmond, Michael Walsh, Tara Rivera, Brian McCarron, Megan Gardella

Meeting adjourned at 8:11 p.m.

  
Daniel Baginski  
Business Administrator / Board Secretary