

JEFFERSON TOWNSHIP BOARD OF EDUCATION

Regular Meeting Minutes

Tuesday, February 17, 2026 6:30 PM (Closed Session) 7:30 PM Regular Session

Jefferson Township High School Media Center

District Vision Statement

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

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

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

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

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

B. Pledge of Allegiance

C. ROLL CALL:

Absent Mr. Camacho Aye Mrs. Poulas Aye Mrs. Small
Aye Mr. Natale Aye Mrs. Ruggiero Aye Mrs. Mallimo-Orna, *Vice President*
Aye Mrs. Perez Aye Ms. Seugling Aye Mr. Brown, *President*

Aye London Castle, Student Representative (*Departed @ 9:05 PM*)
Aye Victor Koziol, Student Representative (*Arrived @ 7:38PM, Departed @ 9:05 PM*)

D. CLOSED SESSION

Motion by Ms. Seugling, seconded by Mrs. Ruggiero, that the Board of Education adopt the following resolution:

Absent Mr. Camacho Aye Mrs. Poulas Aye Mrs. Small
Aye Mr. Natale Aye Mrs. Ruggiero Aye Mrs. Mallimo-Orna, *Vice President*
Aye Mrs. Perez Aye Ms. Seugling Aye Mr. Brown, *President*

BE IT RESOLVED, by the Jefferson Township Board of Education on this 17th day of February, 2026 at 6:32 PM, as follows:

1. The Board shall recess to closed session in accordance with the Open Public Meetings Law, N.J.S.A. 10:4-12b (1), (2), (6), (7) and (8). The general nature of the discussion will involve matters confidential by law, any investigations or tactics or techniques to protect persons or litigation, anticipated litigation and attorney-client matters.
2. These matters will be disclosed to the public as soon as the need for confidentiality no longer applies.
3. This resolution shall take effect immediately.

Motion to close Executive Session by Mrs. Mallimo-Orna, seconded by Ms. Seugling, that the meeting is called to public session at 6:53 PM.

<u>Absent</u> Mr. Camacho	<u>Aye</u> Mrs. Poulas	<u>Aye</u> Mrs. Small
<u>Aye</u> Mr. Natale	<u>Aye</u> Mrs. Ruggiero	<u>Aye</u> Mrs. Mallimo-Orna, <i>Vice President</i>
<u>Aye</u> Mrs. Perez	<u>Aye</u> Ms. Seugling	<u>Aye</u> Mr. Brown, <i>President</i>

E. SUPERINTENDENT’S REPORT

- Mrs. Howe reported on the Good News and Progress in our schools.

F. PRESENTATIONS

- Mrs. Jeanne Howe, Superintendent, Mrs. Rita Oroho Giacchi, Business Administrator presented the 2026-2027 Budget Series: A Recap, Advocacy Efforts & Timeline Updates.
- Dr. Paul Pineiro, NJSBA Field Service Representative, provided a Board Member training.
- Mrs. Jeanne Howe, Superintendent presented the SSDS Period 1 Reporting SY2025-2026.

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

- An audience member inquired about absent board members and required training.
- An audience member requested a synopsis on the outcomes of all board committee meetings.
 - Mrs. Howe addressed the board member training question, noting that board members are required to take extensive training throughout every year of their term.
 - Mrs. Howe advised that there is no synopsis of committee meetings.

H. STUDENT REPRESENTATIVES

- Student Representative Victor Koziol reported the high school students recently took their midterm exams and administration offered pet therapy for students during exam week, the high school hosted a military information meeting, the Write it Right event, Senior Superlative photos, and the Super Bowl Academic Bowl.
- Student Representative London Castle noted the students are looking forward to Wellness Week activities and food, the Tri-M trip, National Honor Society’s Dine to Donate at the Betsy Ross Diner, College Fair on March 4, and the Glammies on March 7, although the date may be changed.

I. COMMITTEE REPORTS

- **Education Committee** - Mrs. Small reported the Committee met on February 3, 2026 and discussed the proposed 2026-2027 Intermediate School Schedule, Grades 4 & 5 laptops, Non-resident tuition student, 2026-2027 Environmental Academy, leveled classes, High Impact Tutoring Grant application, and approval of day and overnight field trips.
- **Community Relations Committee** - Mrs. Malimo-Orna reported the Committee met on February 2, 2026 and discussed the Falcons 4 Fair Funding community mailer.
- **Policy and Personnel Committee** - Mrs. Poulas highlighted the minutes of the February 3, 2026 meeting and reported the Committee discussed open positions in the district, staff issues, retroactive appointments, and Policy and Regulations for approval.
- **Building Needs and Finance Committee** - Mrs. Ruggiero reported the Committee met on February 3, 2026 and reviewed the school enrollment reporting table format, Local Recreation Improvement Grant and High Impact Tutoring Grant, newspaper advertising, wastewater treatment plant, overnight competition costs, Briggs septic, Cozy Lake building lease for 2026-2027, 2025-2026 audit proposal, County Commissioner Advocacy, 2026-2027 tentative revenue projections,

upcoming budget presentations, March Committee meetings and Governor’s address, and the Special Election timeline.

Mr. Brown provided an update on the Superintendent search, noting a website with timelines and community information will be available soon.

- ❖ Educational Services Commission - Mrs. Mallimo-Orna reported on the January meeting noting a change in non-public auxiliary services, rates for services, updated goals, and a change in representatives from local school boards. Mrs. Ruggiero attended the February 11, 2026 meeting and reported on bid legislation changes, budget process, a significant retirement, and an update on goals to address policies. Mrs. Perez noted it was very important to attend the meetings so that Jefferson Township does not lose its seat.
- ❖ Morris County School Board Association - Mrs. Mallimo-Orna reported discussion focused on the new commissioner, meeting the NJSBA budget challenges with rising health care cost, bell to bell cell phone policy and HIB info.

J. MINUTES OF MEETINGS

Motion by Ms. Seugling, seconded by Mrs. Ruggiero, that the minutes of the January 20, 2026 Regular Meeting be approved as submitted:

<u>Absent</u> Mr. Camacho	<u>Aye</u> Mrs. Poulas	<u>Aye</u> Mrs. Small
<u>Aye</u> Mr. Natale	<u>Aye</u> Mrs. Ruggiero	<u>Aye</u> Mrs. Mallimo-Orna, <i>Vice President</i>
<u>Aye</u> Mrs. Perez	<u>Aye</u> Ms. Seugling	<u>Aye</u> Mr. Brown, <i>President</i>

Motion by Mrs. Mallimo-Orna, seconded by Ms. Seugling, that the minutes of the February 2, 2026 Special Meeting be approved as submitted:

<u>Absent</u> Mr. Camacho	<u>Aye</u> Mrs. Poulas	<u>Aye</u> Mrs. Small
<u>Aye</u> Mr. Natale	<u>Aye</u> Mrs. Ruggiero	<u>Aye</u> Mrs. Mallimo-Orna, <i>Vice President</i>
<u>Aye</u> Mrs. Perez	<u>Aye</u> Ms. Seugling	<u>Aye</u> Mr. Brown, <i>President</i>

Motion by Mrs. Mallimo-Orna, seconded by Mrs. Ruggiero, that the minutes of the February 11, 2026 Special Meeting be approved as submitted:

<u>Absent</u> Mr. Camacho	<u>Abstain</u> Mrs. Poulas	<u>Aye</u> Mrs. Small
<u>Aye</u> Mr. Natale	<u>Aye</u> Mrs. Ruggiero	<u>Aye</u> Mrs. Mallimo-Orna, <i>Vice President</i>
<u>Aye</u> Mrs. Perez	<u>Aye</u> Ms. Seugling	<u>Aye</u> Mr. Brown, <i>President</i>

K. FINANCE AND BUILDING NEEDS

Motion by Ms. Seugling, seconded by Mrs. Mallimo-Orna, to accept the recommendation of the Superintendent to approve and adopt motions K.1 through K.16, as described below:

<u>Absent</u> Mr. Camacho	<u>Aye/No*</u> Mrs. Poulas	<u>Aye/No*</u> Mrs. Small
<u>Aye</u> Mr. Natale	<u>Aye</u> Mrs. Ruggiero	<u>Aye</u> Mrs. Mallimo-Orna, <i>Vice President</i>
<u>Aye</u> Mrs. Perez	<u>Aye</u> Ms. Seugling	<u>Aye</u> Mr. Brown, <i>President</i>

*Mrs. Poulas and Mrs. Small voted No on agenda item K.12.

- K.1** Motion to approve the purchase order list dated January 2026 in the amount of \$1,464,969.89.
- K.2** Motion to approve the vendors’ bills list for release, on or after February 18, 2026, in the amount of \$415,239.68.

K.3 Motion to approve the check register as of January 2026 in the amount of \$4,995,345.58.

Fund	Amount
General Fund (10)	\$4,504,609.74
Special Revenue Fund (20)	\$490,735.84
Total	\$4,995,345.58

- K.4** Motion to approve the funds transfers in the 2025-2026 Fiscal Year, dated January 30, 2026, in the amount of \$148,438.67.
- K.5** Motion to approve the certification by the Board Secretary that the Account Balance Report, pursuant to N.J.S.A. 18A:17-9, as of January 30, 2026, no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23-2.11(a).
- K.6** Motion to certify, in accordance with N.J.A.C. 6A:23-2.11(c), as of December 31, 2025, after review of the Board Secretary’s and Treasurer’s Monthly Financial Reports, and upon consultation with the appropriate district officials, to the best of our knowledge, no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.11(b), and sufficient funds are available to meet the district’s financial obligations for the remainder of the fiscal year.
- K.7** Motion to appoint Josephine Ramirez as Title IX Coordinator for the 2025-2026 school year.
- K.8** Motion to approve five-year lease agreement between KDDS Inc., T/A Glenview Academy and the Jefferson Township Board of Education for the property located at 185 Cozy Lake Road, Oak Ridge, NJ, effective July 1, 2026 through June 30, 2031 and rescind five-year lease agreement for the property located at 52 Schoolhouse Road, Oak Ridge, NJ, effective June 30, 2026.
- K.9** Motion to accept and approve proposal from Nisivoccia, LLC. for professional auditing services for the 2025-2026 school year at \$56,100, plus \$5,000 for procedures related to Preschool Education Aid.
- K.10** Motion to accept and approve the following resolution authorizing the submission of the Local Recreation Improvement Grant:

WHEREAS, the Jefferson Township Board of Education desires to apply for and obtain a grant from the New Jersey Department of Community Affairs to carry out a project to add age-appropriate playground equipment to the grounds of the Arthur Stanlick School and/or inclusive playground equipment at any school locations housing elementary students; and

WHEREAS, the receipt of this grant would ensure access to developmentally appropriate equipment and enhance the experience of all students;

NOW THEREFORE BE IT RESOLVED, that the Jefferson Township Board of Education does hereby authorize the application for such a grant; and recognizes and accepts that the Department may offer a lesser or greater amount and therefore, upon receipt of the grant agreement from the New Jersey Department of Community Affairs, does further authorize the execution of any such grant agreement;

and also, upon receipt of the fully executed agreement from the Department, does further authorize the expenditure of funds pursuant to the terms of the agreement between the Jefferson Township Board of Education and the New Jersey Department of Community Affairs.

BE IT FURTHER RESOLVED, that the Board Secretary and Superintendent are authorized to sign the application, and that they or their successors in said titles are authorized to sign the agreement, and any other documents necessary in connection therewith.

K.11 Motion to apply for and accept the New Jersey Learning Acceleration Program: High-Impact Tutoring Grant in the amount of \$160,000.00.

K.12 Motion to approve the disposal of obsolete equipment, in accordance with Policy 7300, Disposition of Property, as shown below:

School/Department	Equipment Description Model and/or Serial Number	Tag number
Weight Room/Athletic Department	Quantum Standing Leg Curl*	005144
Weight Room/Athletic Department	True Recumbent Bike*	3189
Food Service	Steam Table*	007451
Food Service	Pizza Warmer*	007458

*Items listed are in non-working, non-repairable order.

K.13 Motion to accept the following donations in accordance with Policy 7230, Gifts, Grants, and Donations:

Item/Purpose	Grantor	Amount
Falcons 4 Fair Funding Mailer	Jefferson Township Education Foundation (JTEF)	\$3,800

K.14 Motion to approve settlement agreement and release, as described below:

BE IT RESOLVED, the Jefferson Township Board of Education hereby accepts and approves the negotiated Settlement Agreement and Release of Claims (“Agreement”) between the Jefferson Township Board of Education and J.L., individually and on behalf of C.L., subject to the terms and conditions set forth therein; and

BE IT FURTHER RESOLVED, the Jefferson Township Board of Education authorizes the Board President and Business Administrator to execute the Agreement on behalf of the Board; and to take such further steps as may be necessary to effectuate the within settlement and carry out this action of the Board.

K.15 Motion to approve settlement agreement and release, as described below:

BE IT RESOLVED, the Jefferson Township Board of Education hereby accepts and approves the negotiated Settlement Agreement and Release of Claims (“Agreement”) between the Jefferson Township Board of Education and J.L., individually and on behalf of I.L., subject to the terms and conditions set forth therein; and

BE IT FURTHER RESOLVED, the Jefferson Township Board of Education authorizes the Board President and Business Administrator to execute the Agreement on behalf of the Board; and to take such further steps as may be necessary to effectuate the within settlement and carry out this action of the Board.

K.16 Motion to accept and approve the following resolution in accordance with Travel and Work Related Expenses N.J.A.C. 6A:23B:

WHEREAS, the employees listed in Appendix A, are attending the named professional development seminar at such identified venues;

WHEREAS, the attendance at stated function was previously approved by the Superintendent, or designee, as work related and within the scope of the work responsibilities of the attendee;

WHEREAS, the attendance at the function was approved as promoting delivery of instruction or furthering efficient operation of the school district and fiscally prudent; and

WHEREAS, the travel and related expenses particular to attendance at this function are in accordance with the state travel guidelines established by the Department of Treasury in NJOMB circular letter;

NOW THEREFORE BE IT RESOLVED, the Board finds the travel and related expense and the expenses particular to attendance at this previously approved function is necessary/unavoidable, and

BE IT FURTHER RESOLVED, the expense is justified and therefore reimbursable.

L. PERSONNEL

Motion by Mrs. Poulas, seconded by Mrs. Small, to accept the recommendation of the Superintendent to approve and adopt motions L.1 through L.5, as described below:

Mrs. Poulas recognized the retirements on tonight's agenda.

Absent Mr. Camacho Aye Mrs. Poulas Aye Mrs. Small
Aye Mr. Natale Aye Mrs. Ruggiero Aye Mrs. Mallimo-Orna, *Vice President*
Aye Mrs. Perez Aye Ms. Seugling Aye Mr. Brown, *President*

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

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

A. APPOINTMENTS/ASSIGNMENTS								
Name	Nature of Action	Position/Control Number	Deg/ Step	Salary	Loc.	Date Effective	Date Termin.	Discussion
Kuntz, Betsy	Appoint	After School Activity - Bus Aide		\$25.35/hr.	Transportation	2/2/26	4/30/26	Not to exceed 2.5 hrs./wk., replacing J. Tejada, for art club
Lendis, Evagkelia 11-000-221-104-200	Appoint	Supervisor - ELA, Media SUP-BO-CURR-NA-01		\$118,000	District	2/2/26	6/30/26	Replacing J. Brennan
		Supervisor - Technology Education		\$4,000				
		Multimedia, Broadcasting, and Journalism Academy		\$2,000				
Lipton, Kevin 11-213-100-101-290	Appoint	Teacher - Special Education (LTS) LTS-IS-SPED-ES-05		\$295.50 /diem	Intermediate School	3/4/26	4/14/26	Covering #2202

A. APPOINTMENTS/ASSIGNMENTS								
Name	Nature of Action	Position/Control Number	Deg/ Step	Salary	Loc.	Date Effective	Date Termin.	Discussion
Lucarelli, Camila 11-209-100-106-001	Appoint	Special Education Aide AID-ST-SPED-ES-18	1	\$26.21/hr.	Stanlick	2/19/26	6/30/26	New position, Wednesday off
Marquez, Edith 11-000-270-107-000	Appoint	Bus Aide AID-BD-TSPT-AL-14	1	\$25.88/hr.	Transportation	2/18/26	6/30/26	Replacing C. Cowie
Mull, Stephen 11-140-100-101-290	Appoint	Teacher - Science (LTS) LTS-HS-SCNC-HS-08		\$295.50 /diem	High School	3/23/26	6/30/26	Covering #2619
Smalling, Sarah 11-130-100-101-007	Appoint	Teacher - Technology/ Financial Literacy TCH-IS-TCED-IS-01	MA/18	\$85,899	Intermediate School	4/20/26	6/30/26	Replacing L. Migliacci

* requires mentoring

B. SEPARATIONS					
Name	Nature of Action	Position/Control Number	Location	Date Effective	Discussion
Den Uyl, Kara	Resignation	Special Education Aide	Intermediate School	2/23/26	
Furlong, Sean	Resignation	Security/Hall Monitor	High School	2/17/26	
Jaroz, Edward	Resignation	Custodian	White Rock	3/18/26	
Macedo, Julia	Resignation	Teacher - Music/Vocal (LTS)	Intermediate School	3/2/26	
Niziol, Teresa	Resignation	Secretary - IV - Special Services	District	3/16/26	
Paccioretti, Virginia	Retirement	Special Education Aide	High School	7/1/26	27 years of service
Sincavage, Susan	Retirement	Security/Cafeteria Aide	Intermediate School	3/2/26	29 years of service
#3809	Resignation			1/28/26	Unauthorized

C. SCHEDULING/ASSIGNMENT ADJUSTMENTS							
Name	Adjustment	Position/Control Number	Salary	Location	Date Effective	Date Term.	Discussion
Bare, Roswitha	Start Date	Bus Driver		Transportation	1/28/26	6/30/26	Adjusted start date
Leonhard, Mia	Appoint	Behaviorist (LTS)		District	2/10/26	4/10/26	Adjusted start date
Lopez, Jennifer	Start Date	Teacher - Special Education		Stanlick	2/17/26	6/30/26	Adjusted start date
Uvino, Charles	Hours	Bus Driver		Transportation	1/5/26	6/30/26	Not to exceed 6.67 hrs./day
Yannuzzi, Shirlane	End Date	Teacher - Special Education (LTS)		Intermediate School		2/12/26	Covering #673

D. SUBSTITUTES						
Name	Nature of Action	Position	Location	Date Effective	Date Termin.	Discussion
Calvay, Josephine	Appoint	Teacher	District	2/18/26	6/30/26	
Herman, Jordan	Appoint	Aide	District	2/21/26	6/30/26	
Knapiak, Avery	Appoint	Aide	District	2/18/26	6/30/26	Pending fingerprinting
Ruchalski, Gavin	Appoint	Aide	District	3/1/26	6/30/26	
Solicito, Nicholas	Appoint	Aide	District	2/5/26	6/30/26	
Young, Christina	Appoint	Aide	District	2/18/26	6/30/26	

E. BEDSIDE INSTRUCTION					
11-150-100-101-000 – Hourly Rate: \$50.15					
Name	Nature of Action	Position	Location	Date Effective	Date Termin.
Castimore, Shannon	Appoint	Bedside Instruction	District	2/3/26	6/30/26

F. EXTRA DUTY PAY						
Name	Nature of Action	Position	Level	Salary	Date Effective	Date Termin.
HIGH SCHOOL - 11-401-100-101-008						
Reilly, Griffin	Appoint	Flag Football	3.25	\$2,958	3/9/26	6/24/26
Thompson, Marcus	Appoint	Flag Football	3.25	\$2,958	3/9/26	6/24/26
Walsh, Ryan*	Appoint	Volunteer - Flag Football	-	\$0	3/9/26	6/24/26
INTERMEDIATE SCHOOL - 11-401-100-101-007						
Guagenti, Alyssa	Appoint	Electives/PE Coordinator (0.4)	4	\$1,656	3/1/26	6/30/26
Hopkins, Alyssa	Appoint	Spring Musical: Choreographer	1	\$592	2/20/26	6/30/26
Macedo, Julia	Rescind	Spring Musical: Choreographer			2/20/26	
Macedo, Julia	Rescind	Spring Musical: Music Director (0.3)			2/20/26	
Macedo, Julia	Rescind	Select Chorus (0.75)			2/20/26	

F. EXTRA DUTY PAY						
Name	Nature of Action	Position	Level	Salary	Date Effective	Date Termin.
Migliacci, Louis	Rescind	Electives/PE Coordinator (0.4)			3/1/26	
Ward, Elizabeth	Appoint	Spring Musical: Music Director (0.3)	3	\$754.20	2/20/26	6/30/26

* Out of district volunteer

G. 2025-2026 SCHOOL YEAR JTHS COACHING STAFF								
Name	Nature of Action	Position	Step	Base	Longevity	Salary	Date Effective	Date Termin.
Boyle, Jonathan	Appoint	Assistant Coach - Track	3	\$5,611.00	\$0.00	\$5,611.00	3/9/26	6/24/26
Bruseo, Darren	Appoint	Head Coach - Girls Golf	3	\$5,611.00	\$0.00	\$5,611.00	3/9/26	6/24/26
Cannarozzi, Katelyn	Appoint	Head Coach - Girls Lacrosse	3	\$8,123.00	\$250.00	\$8,373.00	3/9/26	6/24/26
Chapman, Shannon	Appoint	Head Coach - Girls Track	3	\$8,123.00	\$550.00	\$8,673.00	3/9/26	6/24/26
Cuddy, Kevin	Appoint	Assistant Coach - Baseball	3	\$5,611.00	\$50.00	\$5,661.00	3/9/26	6/24/26
DeGroat, Roger	Appoint	Head Coach - Boys Track	1	\$6,451.00	\$0.00	\$6,451.00	3/9/26	6/24/26
DiGennaro, Jr., Peter (Joey)	Appoint	Assistant Coach - Track	3	\$5,611.00	\$0.00	\$5,611.00	3/9/26	6/24/26
Eastman, Christopher	Appoint	Assistant Coach - Track	3	\$5,611.00	\$1,300.00	\$6,911.00	3/9/26	6/24/26
Gaydos, Marc	Appoint	Assistant Coach - Boys Volleyball	3	\$5,611.00	\$250.00	\$5,861.00	3/9/26	6/24/26
Groff, William*	Appoint	Volunteer - Softball	-	\$0.00	\$0.00	\$0.00	3/9/26	6/24/26
Kalish, Jason	Appoint	Head Coach - Baseball	3	\$8,123.00	\$700.00	\$8,823.00	3/9/26	6/24/26
Kerr, Logan*	Appoint	Assistant Coach - Baseball	3	\$2,805.50	\$0.00	\$2,805.50	3/9/26	6/24/26
Kielty, Shawn*	Appoint	Assistant Coach - Baseball	3	\$2,805.50	\$0.00	\$2,805.50	3/9/26	6/24/26
Knox, John*	Appoint	Volunteer - Baseball	-	\$0.00	\$0.00	\$0.00	3/9/26	6/24/26
Kopera, Joshua*	Appoint	Volunteer - Baseball	-	\$0.00	\$0.00	\$0.00	3/9/26	6/24/26
Machak, Kendall	Appoint	Athletic Trainer	3	\$2,187.00	\$0.00	\$2,187.00	3/9/26	6/24/26
Millar, Matthew	Appoint	Assistant Coach - Softball	3	\$5,611.00	\$0.00	\$5,611.00	3/9/26	6/24/26
Myslinski, Ryan	Appoint	Assistant Coach - Softball	3	\$5,611.00	\$0.00	\$5,611.00	3/9/26	6/24/26
Pearce, Amy	Appoint	Head Coach - Softball	3	\$8,123.00	\$250.00	\$8,373.00	3/9/26	6/24/26
Reid, James	Appoint	Head Coach - Boys Lacrosse	3	\$8,123.00	\$750.00	\$8,873.00	3/9/26	6/24/26
Rose, Gino	Appoint	Head Coach - Boys Volleyball	3	\$8,123.00	\$700.00	\$8,823.00	3/9/26	6/24/26
Ruffo, Philip*	Appoint	Volunteer - Softball	-	\$0.00	\$0.00	\$0.00	3/9/26	6/24/26
Ruffo, Suzanne*	Appoint	Volunteer - Softball	-	\$0.00	\$0.00	\$0.00	3/9/26	6/24/26
Tanis, Michael*	Appoint	Assistant Coach - Boys Lacrosse	3	\$5,611.00	\$0.00	\$5,611.00	3/9/26	6/24/26
Thide, Jeremy	Appoint	Head Coach - Boys Golf	3	\$5,611.00	\$0.00	\$5,611.00	3/9/26	6/24/26
Thompson, Marcus	Appoint	Assistant Coach - Girls Lacrosse	3	\$5,611.00	\$0.00	\$5,611.00	3/9/26	6/24/26
Turton, Parker*	Appoint	Volunteer - Baseball	-	\$0.00	\$0.00	\$0.00	3/9/26	6/24/26
Venturino, Gerald	Appoint	Weight Room Winter	3	\$2,877.00	\$0.00	\$2,877.00	3/9/26	6/24/26

* Out of district coach/volunteer

L.2 Motion to approve Course Reimbursements as indicated below:

SUMMER 2025 – JTEA					
Name	College/University	Course	Approval #	Credits	Total
Bolka, Chloe	American College of Education	The Exceptional Child	SU50	3	\$705.00
Brown, Connor	University of California/San Diego	Google as a Classroom Tool for Learning K-12	SU20	3	\$284.00
Brown, Connor	University of California/San Diego	Flipped Classroom: An Interactive Approach to Student Engagement	SU21	3	\$284.00
DeVries, David	Western Governors University	Learning Experience Design Foundations 2	SU70	3	\$1,031.25
Gaydos, Marc	University of California/San Diego	Google as a Classroom Tool for Learning K-12	SU68	3	\$271.00
Hoertel, Jessica	New Jersey City University	Integrating STEM Across the Curriculum	SU22	3	\$2,551.17
Hoertel, Jessica	New Jersey City University	Seminar: Current Issues and Trends in Ed Technology	SU23	3	\$2,551.17
Hoertel, Jessica	University of Phoenix	Teaching Gifted and Talented Learners	SU34	3	\$525.00
Hoertel, Jessica	University of Phoenix	Characteristics of Exceptionalities	SU36	3	\$525.00
Inledon, Emily	University of California/San Diego	Improving Your Students Test Taking Skills	SU24	3	\$255.60
Inledon, Emily	University of California/San Diego	Guided Reading 101 (Grades K-5)	SU25	3	\$255.60
Kelly, Jenna	University of California/San Diego	Making the Most of the Internet in the Classroom	SU55	3	\$271.00
Kelly, Jenna	University of California/San Diego	How to Reach and Teach Students with Autism	SU56	3	\$271.00
Kelly, Jenna	University of California/San Diego	Conquering the Behavioral Challenges of Special Needs Students	SU57	3	\$271.00
Kelly, Jenna	University of California/San Diego	Classroom Management Survival Course	SU58	3	\$271.00
Kelly, Jenna	University of California/San Diego	Solving Core Executive Function Challenges (K-12)	SU59	3	\$271.00
Moya, Marguerite	William Paterson University	Leader Learner Community	SU44	2	\$1,826.80
Moya, Marguerite	William Paterson University	Conflict Resolution and Mediation	SU45	3	\$2,740.20
Novembrino, Kristen	University of California/San Diego	Teaching Students with Special Needs in the Mainstream Classroom	SU26	3	\$284.00

SUMMER 2025 – JTEA					
Name	College/University	Course	Approval #	Credits	Total
Novembrino, Kristen	University of California/San Diego	Preparing English Language Learners for Success	SU27	3	\$284.00
Novembrino, Kristen	University of California/San Diego	Improving Your Students Test Taking Skills	SU28	3	\$284.00
Novembrino, Kristen	University of California/San Diego	Small Group Practices to Reach All Readers and Writers	SU29	3	\$284.00
Novembrino, Kristen	University of California/San Diego	Technology Tools to Amplify Learning	SU30	3	\$284.00
Rowe, Kristie	University of California/San Diego	Content Area Multi-Sensory Teaching for Students with Special Needs	SU65	3	\$271.00
Rowe, Kristie	University of California/San Diego	Data Driven Instruction	SU66	3	\$271.00
Rowe, Kristie	University of California/San Diego	Character Education for the 21st Century	SU67	3	\$271.00
Sabella, Jaclyn	University of California/San Diego	Study Smarter not Harder Grades 4-12	SU60	3	\$271.00
Sabella, Jaclyn	University of California/San Diego	Solving Core Executive Function Challenges (K-12)	SU61	3	\$271.00
Sabella, Jaclyn	University of California/San Diego	Making the Most of the Internet in the Classroom	SU62	3	\$271.00
Sabella, Jaclyn	University of California/San Diego	The Flipped Classroom: An Interactive Approach to Student Engagement	SU63	3	\$271.00
Sabella, Jaclyn	University of California/San Diego	Classroom Management Survival Course	SU64	3	\$271.00
Tamayne-Hettema, Jennifer	University of California/San Diego	Solving Core Executive Function Challenges (K-12)	SU53	3	\$243.90
Tiger, Jahn	Western Governors University	Managing Human Capital	SU46	3	\$437.22
Tiger, Jahn	Western Governors University	Marketing	SU47	3	\$437.22
Tiger, Jahn	Western Governors University	Accounting for Decision Makers	SU48	3	\$437.22
Tiger, Jahn	Western Governors University	Ethical Leadership	SU49	3	\$437.22
Tiger, Jahn	Western Governors University	Management Communication	SU54	3	\$437.22
Travers, Meaghan	Centenary University	Literacy in Content Areas	SU19	3	\$1,591.50
Urta, Rosemary	University of California/San Diego	Preparing English Language Learners (ESL/ELL/ENL) for Success	SU71	3	\$243.90
Urta, Rosemary	University of California/San Diego	Embracing Diversity and Equity through Culturally Responsive Teaching	SU72	3	\$243.90
Urta, Rosemary	University of California/San Diego	Addressing the Needs of Diverse Populations	SU74	3	\$243.90

L.3 Motion to recognize the following corrections to the January 20, 2026 Minutes, Personnel:

A. APPOINTMENTS/ASSIGNMENTS								
Name	Nature of Action	Position/Control Number	Deg/Step	Salary	Loc.	Date Effective	Date Termin.	Discussion
Cowie, Catherine 11-000-213-101-003	Appoint	Individual Nurse (0.79) NUR-BR-HLTH-NA-02	2	\$40,258	District	1/12/26	6/30/26	Corrected FTE

L.4 Superintendent’s Authorization Motion that the Board of Education approve the Superintendent of Schools or designee to employ school personnel to fill vacancies in existing job classifications as they may occur in between board meetings on an emergency basis with a list of those employed subject to presentation and ratification at the next business meeting of the board.

L.5 Motion to approve application to N.J. Commissioner of Education for suspension of teaching certificate(s) of employee ID No. 3809, for January 28, 2026 submission of immediate resignation without notice as required by N.J.S.A. 18A:26-10.

M. EDUCATION

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

Absent Mr. Camacho Aye Mrs. Poulas Aye Mrs. Small
Aye Mr. Natale Aye Mrs. Ruggiero Aye Mrs. Mallimo-Orna, *Vice President*
Aye Mrs. Perez Aye Ms. Seugling Aye Mr. Brown, *President*

M.1 Motion to affirm Superintendent's report of incidents of Harassment, Intimidation and Bullying findings reported for December 15, 2025 through January 20, 2026.

M.2 Motion to approve tuition students received for the 2025-2026 school year, as indicated below plus related services as needed:

Local ID	School	Tuition	Effective
14476604	Wharton School District	\$30,505 <i>Prorated</i>	2/23/26-6/30/26
14476609	Wharton School District	\$30,505 <i>Prorated</i>	3/2/26-6/30/26

M.3 Motion to authorize the provision of required nursing services by Bayada Pediatrics for a tuition-received student attending the district, with such services to be contracted and funded by the sending district, in accordance with the student’s Individualized Education Program (IEP).

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

School, Group/Activity	Location
Ellen T. Briggs Elementary, Pre K	Wayne, NJ
White Rock Elementary, Pre K	Wayne, NJ
Arthur Stanlick Elementary, Grade 3 Gifted and Talented	Morristown, NJ
White Rock Elementary, Grade 3 Gifted and Talented	Morristown, NJ
JTIS and JTHS, Student Advocacy Group	Various locations in NJ
JTHS, Art	Newark, NJ
White Rock Elementary, Grade 1	Oak Ridge, NJ
Arthur Stanlick Elementary, Grade 3	Bronx, NY
JTIS, Grade 4	Landing, NJ
Ellen T. Briggs Elementary, Grade K	Sussex, NJ
JTHS, Transition Education	Butler, NJ
White Rock Elementary, Grade 1	Morristown, NJ
JTHS, Architecture 2	Lake Hopatcong and Wharton, NJ

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

School, Group/Activity	Location
JTHS, FBLA	Atlantic City, NJ

N. POLICY

Motion by Mrs. Poulas, seconded by Mr. Natale, to accept the recommendation of the Superintendent to approve motion N.1, as described below:

Absent Mr. Camacho Aye Mrs. Poulas Aye Mrs. Small
Aye Mr. Natale Aye Mrs. Ruggiero Aye Mrs. Mallimo-Orna, *Vice President*
Aye Mrs. Perez Aye Ms. Seugling Aye Mr. Brown, *President*

N.1 Motion to approve the First Reading of the following Bylaws, Policies and Regulations (*available on district website for review*):

File Code	Title	Nature of Change
0142.1 P	Nepotism	M&RV
1220 P	Employment of Chief School Administrator	M&RV
1552 P&R	Sexual Harassment - Staff	M&N
2415.54 P	Jefferson Township Intermediate School Title I - School Parent and Family Engagement	M&RV
2436 P&R	Activity Participation Fee Program	RE&RV
2530 P	Resource Materials	RE&RV
2530 R	Resource Materials	RE&N
2535 P&R	Library Material	M&N
3362 P	Sexual Harassment	M&A
3362 R	Sexual Harassment of Teaching Staff Members Complaint Procedure	RE&A
4352 P	Sexual Harassment	M&A
4352 R	Sexual Harassment of Teaching Staff Members Complaint Procedure	RE&A
5440 R	Honoring Student Achievement	RE&RV
9130 P&R	Public Complaints	RE&RV

KEY: P - Policy R - Regulation N – New RV – Revised M - Mandate RE - Recommended A - Abolish

O. RECOGNITION OF REPORTS

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

- Mrs. Howe shared the Integrated Pest Management Annual Report, below:

Since 2002, all New Jersey school districts have been required to implement an integrated approach to pest management. Integrated pest management seeks to manage pests by combining biological, cultural, physical, and chemical tools to minimize economic, health, and environmental risks. Pesticides are only used when the other measures are not successful.

Annually, the Superintendent of Schools must report to the Board of Education on the effectiveness of the IPM plan. I am pleased to report the plan is being implemented per the law, all principals have been trained in IPM approaches, and proper notification has been distributed when a pesticide must be used on school property.

At this time, I am not recommending any changes to the current IPM plan.

- Harassment, Intimidation and Bullying Incidents (HIB) for the period of January 20, 2026 through February 17, 2026:

School	Incidents Reported	Confirmed Incidents	Unconfirmed Incidents
Ellen T. Briggs	0	0	0
Arthur Stanlick	0	0	0
White Rock	0	0	0
Jefferson Twp. Intermediate School	5	4	1
Jefferson Twp. High School	1	1	0

- Enrollment as of January 30, 2026:

	January 2025	January 2026
Grades PreK	294	283
Grades K-5	1,036	1,029
Grades 6-8	549	530
Grades 9-12	795	751
TOTAL	2,671	2,593
Tuition students received	2	3
Out-of-district placement	15	13

P. COMMUNICATIONS

- None

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

- An audience member remarked there should be a shift back to internal management practices, felt the Board lacked strategic vision, and that administrative staffing levels are too high.
- An audience member suggested installing solar panels on the school buildings, to consolidate the schools, and sell or rent the remaining properties.
- An audience member noted the stress the Board is feeling and reminded everyone that we should stay unified.
- An audience member requested clarification on the proposed JTIS schedule for 2026-2027.
- An audience member requested clarification on what will happen next to the Milton School Building once the tenant moves. They also suggested reducing business office staff, sharing administrative assistants, and make a plan to eliminate duplication of services.

- An audience member noted the serious crisis the district is facing and questioned whether homeschooled students playing high school sports would address those concerns.
- An audience member suggested the majority of the community is concerned about administrative costs and suggested the district prioritize effective management.

R. OLD BUSINESS

- None

S. NEW BUSINESS

- Mrs. Poulas inquired when the 2026 Board Committee roster would be finalized and shared.
 - ❖ Mr. Brown advised the committee roster would be shared this evening.
 - ❖ Discussion ensued regarding this year’s process of determining committees.

T. CLOSED SESSION

The Board did not convene to Closed Session at this time.

U. ADJOURN

Motion by Ms. Seugling, seconded by Mrs. Small, to adjourn the meeting at 10:17 PM.

<u>Absent</u> Mr. Camacho	<u>Aye</u> Mrs. Poulas	<u>Aye</u> Mrs. Small
<u>Aye</u> Mr. Natale	<u>Aye</u> Mrs. Ruggiero	<u>Aye</u> Mrs. Mallimo-Orna, <i>Vice President</i>
<u>Aye</u> Mrs. Perez	<u>Aye</u> Ms. Seugling	<u>Aye</u> Mr. Brown, <i>President</i>

Appendix A

Name	Event Date	Location	Seminar/Function	Registration Fee	Transportation Fee	Lodging cost per night	Meal cost per day	# of Travel Days	Mileage (@ \$0.47/mi)	Misc. Fees (including parking/tolls/misc fees)	Total Expense
Bowman, Isabel Maria	4/16/26	Virtual	Improve Your ELL Students' Learning Using Multisensory Vocabulary Instruction	\$295.00	-	-	-	-	-	-	\$295.00
Bruggeman, Joanna	3/16/26	Mahwah, NJ	NJ Council for Exceptional Children 2026 Conference	\$190.00	-	-	-	-	\$20.27	-	\$210.27
*Fandino-Diaz, Nanette	2/24/26-6/30/26	Monroe Twp., NJ	NJASCD Emerging Leaders Class of 2026	\$399.00	-	-	-	-	\$69.09	-	\$468.09
Koch, William	3/10/26-3/12/26	Atlantic City, NJ	Annual Director of Athletics Association of NJ Conference	\$525.00	-	\$102.50	\$68.00	2.5	\$142.41	\$35.00	\$1,077.41
Oroho Giacchi, Rita	6/2/26-6/4/26	Atlantic City, NJ	NJASBO Annual Conference	\$500.00	-	\$139.31	\$68.00	2.5	\$145.70	\$60.00	\$1,154.32

* Additional dates and locations TBD.