

NUTLEY BOARD OF EDUCATION OPEN PUBLIC MEETING MINUTES August 4, 2025

Announcement of Meeting - 6:30 PM

NHS School Auditorium

Mrs. Danchak-Martin

MEETING NOTICE

In compliance with Chapter 231, Public Law 1975 entitled Open Public Meetings Act, adequate notice of this meeting had been provided as specified in the Act. Proper notice of this Open Public Meeting was posted at the entrance of the Board of Education offices, provided to the Nutley Township Clerk, Tap Into Nutley, and district newspapers on June 11, 2025 and posted on the district website.

Flag Salute

Mrs. Danchak-Martin

Call of Roll

Mr. DeVita

Present:

Mr. Balsamo
Mrs. Danchak-Martin
Mr. Friginals
Mr. Gilberti
Mr. Kucinski
Mr. Scotti
Mrs. Quirk
Mr. Ferraro (arrives at 6:45pm)

Absent

Dr. D'Elia

Also in attendance:

Mr. Bania
Mr. DeVita
Ms. Makus

Correspondence

Approval of Minutes

Mr. Kucinski moves to approve the minutes. Mr. Balsamo seconds the motion.

Open Public Meeting –June 16, 2025
Board Retreat - June 21, 2025

Presentations

Superintendent's Report

Mr. Bania speaks to the current events happening around the district, including the Early Childhood Center, new teacher orientation and summer events.

Mr. Bania

Business Administrator's Report

Mr. Devita speaks about finance items on the agenda.

Mr. DeVita

State Monitor's Report

Ms. Makus thanks the BOE and Superintendent and BA for their support throughout the year. She then updates the community on the district's finances and what has been done.

Mrs. Makus

Nutley Parent Advocacy Network Donation

Mrs. Lovejoy makes a donation to the Special Education program.

Mrs. Lovejoy

Let's Learn

Ms. Osieja thanks the group of individuals and organizations who made Let's Learn possible.

Ms. Osieja

Hearing of Citizens

We now come to the portion of our meeting where we allow members of the public to address the board. In this section we allow questions or comments on reports, resolutions, and all school – related matters.

Our Board regulations (#0167) allot 20 minutes for these communications. Each person shall be limited to three minutes and we ask you to try to stay within this requirement. Speakers may speak more than once only after all others wishing to speak on a topic have been heard.

All statements will be directed to me as the chairperson and no one may address board members individually.

Please be reminded that if your statement is: Too lengthy, abusive, obscene, irrelevant or redundant, your participation may be terminated.

Please remember to state your name and address each and every time you address the board. Does anyone have any questions?

ACADEMIC - Resolutions 1-3

Mrs. Quirk makes a motion to move resolutions. Mr. Kucinski seconds. They unanimously pass.

1. APPROVAL OF FIELD TRIPS

BE IT RESOLVED that the Board of Education approves the field trip list and all expenses as follows, in accordance with Policy 2340 Field Trips:

SCHOOL	TEACHER/PROGRAM	DATE	LOCATION	COST
NHS	Vincent Vicchiariello, Julia Wehrer, Andrew Mayewski	8/24/25-8/29/25	Canadensis, PA	\$0 plus transportation
NHS	Vincent Vicchiariello, Stephone Gaines, Andrew Mayewski, Elizabeth Nowik	3/35/26-3/30/26	Los Angeles, CA	\$0
JHWMS	Lynn Zazzali, Taylor Bassani, Ian Guariglia, Sarah Misner	10/3/25	West Orange, NJ	\$0 plus transportation

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LS	Richard Bolcato, Debbie Marchese, Lisa Palestina, Christiana Mastalski, Allison Horris, Mary Giordano	9/29/25	West Orange, NJ	\$0 plus transportation
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2. APPROVAL OF PROFESSIONAL DEVELOPMENT DAYS/TRAVEL REIMBURSEMENT

BE IT RESOLVED that the Board of Education approves the travel list and all expenses per as follows, in accordance with Policy 3240 Professional Development for Teachers and School Leaders:

EMPLOYEE/ BOARD MEMBER	PROGRAM NAME	DATE	LOCATION	COST
C. Biesiada	Handle with Care Instructor Recertification	9/19/25	Hamilton, NJ	\$525

3. APPROVAL OF EARLY CHILDHOOD CENTER

BE IT RESOLVED that the Board of Education approves the location 777 Bloomfield Avenue, Nutley NJ as the Nutley Early Childhood Center and authorizes the Superintendent to notify the NJDOE to register this location with CDS as a new school building for students beginning on September 1, 2025.

ADMINISTRATION - Resolutions 1-5

Mr. Kucinski makes a motion to move resolutions. Mr. Balsamo seconds. They unanimously pass.

1. APPROVAL OF REPORTS OF HARASSMENT, INTIMIDATION & BULLYING (Second Reading)

BE IT RESOLVED that the Board of Education affirm the Superintendent of Schools' recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Rights for the following reports:

HIB Report to the Board 25-05-23
HIB Report to the Board 25-05-30
HIB Report to the Board 25-06-06
HIB Report to the Board 25-06-13

2. Comprehensive Equity Plan Needs Assessment

BE IT RESOLVED that the Board of Education approves the creation of the Comprehensive Equity Plan Needs Assessment by the Affirmative Action Team for school years 2025-2026 through 2027-2028.

3. Affirmative Action Team Approval

BE IT RESOLVED that the Board of Education approves the appointment of the Affirmative Action Team for school year 2025-2026, composed of:

Karen Greco	Affirmative Action Officer/ Director of Communications/Employee Relations
Tracy Egan	Director of Student Support and Interventions
Janine Loconsolo	Director of Curriculum, Instruction and Assessment PreK-12

4. Comprehensive Equity Plan Approval

BE IT RESOLVED that the Board of Education approves the Comprehensive Equity Plan for school years 2025-2026 through 2027-2028, on file at the Board of Education Offices.

5. Accept virtual and remote instruction plan

BE IT RESOLVED that the Board of Education approves the Emergency Virtual or Remote Instructional Program Plan, on file at the Board of Education Offices.

FINANCE - Resolutions 1-27

Mr. Fragnals makes a motion to move resolutions. Mr. Balsamo seconds. They unanimously pass. Mr. Kucinski comments on resolutions number seven, with a word of thanks. Mr. Ferraro says a word of thanks.

1. SECRETARY & TREASURER'S REPORT- April 2025

BE IT RESOLVED that the Board of Education approve the acknowledgement and acceptance of the reports of the Board Secretary (Appendix A1) and Treasurer of School Monies (Appendix B1) for the period ending April 30, 2025.

2. SECRETARY & TREASURER'S REPORT- May 2025

BE IT RESOLVED that the Board of Education approve the acknowledgement and acceptance of the reports of the Board Secretary (Appendix A2) and Treasurer of School Monies (Appendix B2) for the period ending May 31, 2025.

3. CERTIFICATION OF MAJOR ACCOUNT FUND STATUS – May 2025

BE IT RESOLVED that pursuant to NJAC 6A:23-2.11(c) 4, the Nutley Board of Education certifies that as of May 31, 2025 after review of the Secretary's monthly financial report (Appropriations section) and upon consultation with the appropriate district officials, to the best of its knowledge no

major account or fund has been over-expended in violation of NJAC 6A:23-2.11(b) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. (Major funds are General Fund, Capital Projects and Debt Service.)

4. BILLS AND MANDATORY PAYMENTS

BE IT RESOLVED that the Board of Education approve the payment of bills and mandatory payments dated June 30, 2025 in the total amount of \$8,925,540.38. (Appendix C)

5. TRANSFER SCHEDULE – June 2025

BE IT RESOLVED that the Board of Education approves, in compliance with NJAC 6A:23-2.11(c)3ii, and NJSA 18A:22-8-1, the June transfers in the 2024-25 budget (Appendix D).

6. REQUESTS FOR USE OF SCHOOL BUILDINGS AND GROUNDS – 2024-25

BE IT RESOLVED that the Board of Education approves the requests for the use of school buildings and grounds, that conform to the rules and regulations set by the Board of Education as follows:

REQUESTS	PURPOSE OF USE	FACILITIES	DATE	TIME	FEES	NO. OF EVENTS
Dante Intindola Van Riper House, Inc.	Van Riper House Beer Festival 9/6/25	Hang Banner on Oval Fence & Washington School Fence	8/5/25 - 9/7/25	Continuously	Facilities: None Custodian: None	1
Shannon Vazquez Yantacaw School PTO	Yantacaw School 6th Grade Car Wash Fundraiser	Yantacaw School Black Top	9/6/25 9/13/25 (Rain Date)	8:00 AM-2:00 PM	Facilities: None Custodian: None	1
Salvatore Scarpelli Nutley Music Boosters Club	Nutley Music Boosters Club Meetings	High School Classroom 100	9/8/25, 11/10/25, 1/12/26, 3/9/26, 5/11/26	6:30 PM-9:00 PM	Facilities: None Custodian: None	5
Nutley Police Department	Police Exam	JHWMS Media Center	7/24/25	5pm-8pm	Facilities: None Custodian: None	1
Total Use of Property Represented By The Above						7

7. ACCEPTANCE OF DONATION

BE IT RESOLVED that the Board of Education accepts the following donation:

Donor	Amount/Estimated Value	Purpose
Nutley Educational Foundation	\$875	Math Olympiad for grades 4-6
Nutley Educational Foundation	\$760	Black Out Curtains for TV Studio
Nutley Educational Foundation	\$4,800	Lego Robots for grades 7-8
Nutley Educational Foundation	\$1,000	Shred2Succeed for NHS special needs
Nutley Educational Foundation	\$270	TIME for Kids for 4th grade Radcliffe
Nutley Parent Advocacy Network	\$1,050	Supplies for Self Contained LLD and ABA Classrooms

8. APPROVAL TO INCREASE BID THRESHOLD

WHEREAS, Michael DeVita, School Business Administrator/Board Secretary, possesses a Qualified Purchasing Agent (QPA) certificate;

WHEREAS, the State Treasurer, in consultation with the Governor and pursuant to N.J.S.A. 52:34-7 and N.J.S.A. 18A:18A-3 (b), has increased the bid threshold amount for school districts with a Qualified Purchasing Agent, from \$44,000 to \$53,000, effective July 1, 2025;

NOW, THEREFORE BE IT RESOLVED that the (Name of Board of Education), pursuant to N.J.S.A. 18A:18A-3 (a), establishes and sets the bid threshold amount of \$53,000 for the school district, and further authorizes the School Business Administrator/Board Secretary, the Qualified Purchasing Agent, to award contracts, in full accordance with N.J.S.A. 18A:18A-3 (a), for those purchases that do not exceed in the aggregate of the newly established bid threshold amount.

Furthermore, for contracts in the aggregate that are less than the bid threshold but fifteen (15%) or more of the amount, the School Business Administrator/Board Secretary shall award contracts after soliciting at least two competitive quotations.

The School Business Administrator/Board Secretary, pursuant to N.J.S.A. 18A:18A-37 (c), is authorized to award contracts that are in the aggregate less than fifteen (15%) percent of the bid threshold without soliciting competitive quotations.

9. APPROVAL OF LUNCH PRICES FOR 2025/2026

BE IT RESOLVED that the Board of Education approves the following lunch prices for the 2025/2026 school year

<u>School</u>	<u>Student Lunch</u>	<u>Featured Favorite Lunch</u>	<u>Faculty Lunch</u>	<u>Faculty Featured Lunch</u>	<u>Breakfast</u>
Nutley High School	\$4.50	\$4.75	\$5.00	\$5.25	
JHWMS	\$4.25	\$4.70	\$5.00	\$5.25	
Elementary Schools	\$4.10				\$2.50

10. APPROVAL OF NON PUBLIC CHAPTER 192/193 CONTRACT WITH UCESC

BE IT RESOLVED that the Board of Education approves the following Chapter 192/193 services for the 2025/2026 school year.

WHEREAS, N.J.S.A. 18A:46-6, 8, 19.1, et seq. (Laws of 1977, Chapter 193); N.J.S.A. 18A:46A-1 et seq. (Laws of 1977, Chapter 192) require that the State and local community identify and provide auxiliary and handicapped services for students who attend nonpublic schools; and

WHEREAS, the cost of providing these services is funded entirely by the State of New Jersey; and,

WHEREAS, the Union County Educational Services Commission has agreed to provide these services to eligible students who attend Good Shepherd Academy in Nutley Board of Education;

THEREFORE, BE IT RESOLVED, that the Nutley Board of Education enter into an agreement with the Union County Educational Services Commission whereby the Commission will provide services
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during the 2025/2026 for those students who attend Good Shepherd Academy in the Nutley Board of Education pursuant to N.J.S.A. 18A:46-19.7 and N.J.S.A. 18A:46A-7; and,

BE IT FURTHER RESOLVED, that projected cost will be based on the most recent notification of the Department of Education, Division of Finance and Regulatory Services setting forth anticipated aide to the Public School District pursuant to N.J.S.A. 18A:46A-12 and N.J.S.A. 18A:46-19.8. Invoices shall begin in October and continue for nine (9) successive months based on eligible students. The cost of services provided by the Union County Educational Services Commission shall not exceed the funds provided by the State.

11. APPROVAL OF NON PUBLIC IDEA-B CONTRACT WITH UCESC

BE IT RESOLVED that the Board of Education approves the contract with Union County Educational Service Commission to administer the district's Nonpublic School Individuals with Disabilities Education Act-B Initiative (IDEA-B) funds Basic, pursuant to the requirements of the Individuals with Disabilities Education Act and Grant Application on behalf of the Board, effective July 1, 2025 until June 30, 2026. The Board agrees to pay the Commission for services provided in accordance with rates specified in Schedule A of the contract, which are listed below. Billing shall commence in October and shall continue until the funds are depleted. It is understood that the Commission will provide services for all students that attend Good Shepherd Academy identified by the district's grant application.

- Nonpublic Teacher \$125/hour
- Speech/Language Therapist \$125/hour
- Occupational Therapy Services \$104/30 minutes session
- Physical Therapy Services \$104/30 minute session
- Paraprofessional \$43/hour
- Service Charge for Ordering Products 6% of total price

12. APPROVAL OF NON PUBLIC CHAPTER 192/193 CONTRACT WITH ECESC

BE IT RESOLVED that the Board of Education approves the following Chapter 192/193 services for the 2025/2026 school year.

WHEREAS, N.J.S.A. 18A:46-6, 8, 19.1, et seq. (Laws of 1977, Chapter 193); N.J.S.A. 18A:46A-1 et seq. (Laws of 1977, Chapter 192) require that the State and local community identify and provide auxiliary and handicapped services for students who attend nonpublic schools; and

WHEREAS, the cost of providing these services is funded entirely by the State of New Jersey; and,

WHEREAS, the Essex County Educational Services Commission has agreed to provide these services to eligible students who attend Abundant Life Academy, which is located in the Nutley Board of Education;

THEREFORE, BE IT RESOLVED, that the Nutley Board of Education enter into an agreement with the Essex County Educational Services Commission whereby the Commission will provide services during the 2025/2026 for those students who attend Abundant Life Academy, which is located in Nutley Board of Education pursuant to N.J.S.A. 18A:46-19.7 and N.J.S.A. 18A:46A-7; and,

BE IT FURTHER RESOLVED, that projected cost will be based on the most recent notification of the Department of Education, Division of Finance and Regulatory Services setting forth anticipated aide to the Public School District pursuant to N.J.S.A. 18A:46A-12 and N.J.S.A. 18A:46-19.8. Invoices shall begin in October and continue for nine (9) successive months based on eligible students. The cost of services provided by the Essex County Educational Services Commission shall not exceed the funds provided by the State.

13. APPROVAL OF NON PUBLIC IDEA-B CONTRACT WITH ECESC

BE IT RESOLVED that the Board of Education approves the contract with Essex County Educational Service Commission to administer the district's Nonpublic School Individuals with Disabilities Education Act-B Initiative (IDEA-B) funds Basic, pursuant to the requirements of the Individuals with Disabilities Education Act and Grant Application on behalf of the Board, effective July 1, 2025 until June 30, 2026. The Board agrees to pay the Commission for services provided in accordance with rates specified in Schedule A of the contract, which are listed below. Billing shall commence in October and shall continue until the funds are depleted. It is understood that the Commission will provide services for all Abundant Life Academy Nonpublic students as identified by the district's grant application.

- Instructional Aide \$23.06 - \$27.88/hour
- Occupational Therapist \$95 - \$175/hour
- Physical Therapist \$95 - \$150/hour
- Counseling Services \$70 (individual) & \$150 (group) per session
- Additional Supplementary Instruction Period \$190/month/student
- Speech services for an Out of State Student \$200 - \$250 per month/student
- Additional Speech Period \$190/month/student
- Audiological Services \$195 - \$250/hour
- Itinerant Teacher of the Deaf \$170 - \$250/hour
- Teacher of the Blind \$2,200 - \$3,000 for the period of 9/1/25 to 6/30/26
- Administrative/Processing Fee of 6%

14. APPROVAL OF NON PUBLIC NURSING CONTRACT WITH ECESC

BE IT RESOLVED that the Board of Education approves the following Non Public Nursing Services for the 2025/2026 school year.

WHEREAS, P.L. 1991, Chapter 226, requires that each Board of Education of a district in which a nonpublic school is located shall provide certain nursing services to those students who are enrolled full time in the nonpublic school; and

WHEREAS, the Essex County Educational Services Commission has agreed to provide the required nursing services for local public school districts for the purpose of efficient delivery of services and greater cost effectiveness through cooperation and centralized administration;

THEREFORE, BE IT RESOLVED that the Nutley Board of Education enter into an agreement with the Essex County Educational Services Commission whereby the Commission will implement the

law and administer the nonpublic school nursing services program for those full time students enrolled in Abundant Life Academy, which is located within the Nutley Board of Education for the 2025/2026 school year, in accordance with applicable law; and

15. APPROVAL OF NON PUBLIC TECHNOLOGY CONTRACT WITH ECESC

BE IT RESOLVED that the Nutley Board of Education enter into an agreement with the Essex County Educational Services Commission whereby the Commission will implement the law and administer the nonpublic school technology initiative program for those full time students enrolled in Abundant Life Academy, which is located within the Nutley Board of Education for the 2025/2026 school year, in accordance with applicable law; and

BE IT FURTHER RESOLVED that the Commission will retain six percent (5%), of the entitlement as an administrative fee received by the Nutley Board of Education.

16. SPECIAL CLASS PLACEMENT – Educationally Disabled Students – 2025/2026

BE IT RESOLVED that the Board of Education hereby authorizes the Superintendent of Schools to assign classified handicapped children to educational programs according to how they can best achieve success in learning in accordance with the rules and regulations pursuant to Title 18A, Chapter 46, NJ Statutes, and Title 6 Chapter 28, NJ Administrative Code, and

BE IT FURTHER RESOLVED, that the Board of Education authorizes the attendance of Nutley students at the special education classes for the 2025/2026 school year.

<u>Student ID</u>	<u>School</u>	<u>Amount</u>	<u>Number of Students</u>
5067342413	Jardine Academy - Cerebral Palsy League	\$81,246.60	1
4504270765	Institute for Educational Achievement	\$119,700.00	1
3542268417	CTC Academy, Inc	\$134,139.00 (*includes 1 aide)	1

17. EXTENDED SCHOOL YEAR PROGRAM – Educationally Disabled Students - ESY 2025

BE IT RESOLVED that the Board of Education approves the Extended School Year Program, listed below, for the Summer of 2025:

<u>Student ID</u>	<u>School</u>	<u>Amount</u>	<u>Number of Students</u>
5067342413	Jardine Academy - Cerebral Palsy League	\$13,541.10	1
4504270765	Institute for Educational Achievement	\$19,950.00	1
3542268417	CTC Academy Inc	\$16,859.00 (*includes 1 aide)	1

18. ACCEPTANCE OF GRANT - IDEA - 2025/2026

BE IT RESOLVED that the Nutley Board of Education accepts the IDEA Grant for the 2025/2026 school year as follows:

IDEA Basic	\$1,073,946
IDEA Preschool	\$45,895

19. ACCEPTANCE OF GRANT - PERKINS SECONDARY - 2025/2026

BE IT RESOLVED that the Nutley Board of Education accepts the Perkins Secondary Consolidated Grant for the 2025/2026 school year in the amount of \$27,149 for the period 7/1/2025 - 6/30/2026

20. APPROVAL OF TRANSPORTATION CONTRACT - Parent # 1

BE IT RESOLVED that the Nutley Board of Education approve a transportation contract Parent # 1 with a parent to provide transportation for one special education student from Nutley to New Beginnings School, Fairfield, NJ effective September 1, 2025 through June 30, 2026 at a cost of \$62/day. Subject to approval of the County Superintendent of Schools.

21. APPROVAL OF TRANSPORTATION CONTRACT - Parent # 1 ESY

BE IT RESOLVED that the Nutley Board of Education approve a transportation contract Parent # 1 ESY with a parent to provide transportation for one special education student from Nutley to New Beginnings School, Fairfield, NJ effective July 1, 2025 through August 31, 2025 at a cost of \$62/day. Subject to approval of the County Superintendent of Schools.

22. APPROVAL OF CONTRACT – INNOVATIVE THERAPY GROUP – 2025-2026

BE IT RESOLVED, that the Board of Education approves a contract between Nutley Board of Education and Innovative for the 2025 - 2026 School Year.

- Special Ed Paraprofessional - (Not to exceed 29.9 hours weekly per provider) \$37.00/hour
- Registered Behavior Technician (RBT) - \$48.00/hour
- Occupational Therapist - \$77.00/hour
- Speech Therapist - \$77.00/hour
- Physical Therapist - \$85.00/hour
- Board Certified Behavior Analyst (BCBA) - \$120.00/hour
- Social Worker - \$65.00/hour
- Psychologist - \$85.00/hour

23. APPROVAL OF CONTRACT – CREATIVE SPEECH SOLUTIONS, LLC – 2025-2026

BE IT RESOLVED that the Board of Education approves a contract between Nutley Board of Education and Creative Speech Solutions, LLC to provide consulting services for the Nutley Public Schools for the 2025-2026 school year, at a rate of:

- \$94/hour for school-based speech or occupational services
- \$400/evaluation for speech or occupational evaluations
- \$1100-\$1450/evaluation for AAC evaluations
- \$1000 for comprehensive speech/motor and full language evaluations.

24. APPROVAL OF CONTRACT – SOCIAL STRIDES – ESY 2025

BE IT RESOLVED that the Board of Education approves a contract between Nutley Board of Education and Social Strides to provide behavioral consultation services for the Nutley Public

Schools for the 2025-2026 school year, at the below specified rates, paid via IDEA, account codes 20-250-220-320-00-000 and 20-252-100-320-00-00:

- \$120/hour/provider for all BCBA/BCABA hours for behavioral consultation, functional behavior assessment and VB-Mapp assessment.
- \$90/hour/provider for all behaviorist (Non-BCBA) hours for behavioral consultation and VB-Mapp assessment
- \$120/hour/provider for all workshop hours.

25. APPROVAL OF CONTRACT – HOMECARE THERAPIES dba/HORIZON HEALTHCARE STAFFING – 2025-2026

BE IT RESOLVED that the Board of Education approves a contract between Nutley Board of Education and Homecare Therapies dba/Horizon Healthcare Staffing to provide RN Field trip coverage services for the Nutley Public Schools for the 2025-2026 school year, 4 class field trips at a rate of \$72.00 per hour (Minimum of 4 hours per day)

26. APPROVAL OF NJSIAA Participation

BE IT RESOLVED that the Board of Education agrees to join the New Jersey State Interscholastic Athletic Association (NJSIAA) and hereby adopts as its own policy and agrees to be governed by the Constitution, Bylaws, Rules and Regulations of the NJSIAA and authorizes the High School Principal and Athletic Director to certify that the student athletes and coaches will abide by the rules and regulations of the NJSIAA.

27. APPROVAL OF SHARED SERVICES AGREEMENT

BE IT RESOLVED that the Board of Education approves the shared services agreement for use of a building located at 777 Bloomfield Avenue, Nutley NJ 07110 as the Nutley Early Childhood Center. The Board authorizes the Superintendent and Business Administrator to proceed with executing the agreement and any necessary actions needed with the State Department of Education. The agreement is contingent upon State Monitor, County Office, Commissioner of Education and Board Attorney approval.

POLICY – Resolutions 1-2

Mr. Scotti makes a motion to move resolutions. Mr. Balsamo seconds. They unanimously pass.

1. APPROVAL OF POLICIES (First Reading)

0173 - Duties of Public School Accountant
0174 - Legal Services (M)
0177 - Professional Services (M)
1570 - Internal Controls (M)
1620 - Administrative Employment Contracts (M)

6111 - Special Education Medicaid Initiative (SEMI) Program (M)
6220 - Budget Preparation (M)
0143 - Board Member Election and Appointment
1636.01 - Notification of Promotion, New Job, and Transfer Opportunities
2422 - Statutory Curricular Requirements (M)
5339.01 - Student Sun Protection (M)
5701 - ACADEMIC INTEGRITY
2365 - ACCEPTABLE USE OF GENERATIVE ARTIFICIAL INTELLIGENCE (AI)
5516 - USE OF ELECTRONIC COMMUNICATION AND RECORDING DEVICES
9320.1 - SCHOOL SAFETY OFFICER PROTOCOLS
8600 - STUDENT TRANSPORTATION
6163 - ADVERTISING ON SCHOOL PROPERTY

2. **ABOLISHMENT OF POLICIES**

5117 - Interdistrict Public School Choice (M)

PERSONNEL – Resolution 1

Mr. Balsamo makes a motion to move resolutions. Mr. Kucinski seconds. They unanimously pass.

1. **PERSONNEL AGENDA REPORT**

BE IT RESOLVED that the Board of Education approve the Personnel Agenda Report, dated August 4, 2025.

A . Employment

1. **Mr. Kent Bania**, Superintendent of Schools, recommends the Board of Education approve the following appointments of **Certificated District Staff**, effective for the dates listed below, and pending NJ. PL. 2018.c.5.

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1.	Abouzied, Charles	PE Teacher	BA Step 1 \$67,310	LS	9/1/25	6/30/26	Replacing #4721
2.	Salvato, Gabrielle	Art Teacher	BA+15 Step 2 \$69,310	LS	9/1/25	6/30/26	Replacing #2187
3.	Kashuba, Briana	LRT	\$130 Days 1-5 \$160 Days 6-20 \$337 Days 21+	NHS	9/1/25	11/24/25	Replacing #3891
4.	Gonzalez, Jeanette	Preschool Instructional Coach	BA Step 15 \$84,810	DIST	9/1/25	6/30/26	Replacing #4597
5.	Damacela, Johnny	Spanish Teacher	MA Step 2 \$73,310	DIST	9/1/25	6/30/26	Replacing #4892
6	Vazquez, Karina	Social Worker	MA Step 7 \$77,310	DIST	9/1/25	6/30/26	Replacing #3950
7.	Smagula, Michael	School Counselor	MA Step 3 \$73,810	NHS	9/1/25	6/30/26	Replacing #3269

2. **Mr. Kent Bania**, Superintendent of Schools, recommends the Board of Education approve the following appointments of **Paraprofessionals**, effective for the dates listed below.

1	Perro, Samantha	PreK Paraprofessional	Step 1 (.7) \$20,144.60	PreK	9/1/25	6/30/26	Not to exceed 25 hours per week 20-218-100-106-00-000
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3. **Mr. Kent Bania**, Superintendent of Schools, recommends the Board of Education approve the following appointments of **Non-Certified Staff**, effective for the dates listed below.

1	Moccio, Nicholas	Head Custodian	Step 18 \$72,895 Longevity \$2,000 Black Seal \$ 500 Head Cust Stipend \$1,500	PREK	8/18/25	6/30/26	20-218-200-110-00-000
2	Roth, Issac	Custodian	Step 3 \$38,516 Night Stipend \$ 2,000	PREK	8/18/25	6/30/26	11-000-262-100-00-000
3.	Mitchell, Melissa	Bus Driver	\$30/\$31/hour	TRANS	8/5/25	6/30/26	11-000-270-161-00-000

3. **Mr. Kent Bania**, Superintendent of Schools, recommends the Board of Education approve the following **Substitute Staff Members**, effective for the dates listed below, and pending NJ. PL. 2018.c.5.

1.	Koster, Mariah	Sub Custodian	\$23/hr	DIST	7/16/25	6/30/26	11-120-100-101-00-016
2	Koster, Mikayla	Sub Custodian	\$23/hr	DIST	7/16/25	6/30/26	11-120-100-101-00-016
3	Paul, Bithi	Perm Sub	\$109 days 1-5, \$115 days 6-10, \$130 11+.	PREK	9/1/25	6/30/26	Not to exceed 29.5 hours per week
4.	Espichan, Brenda	Perm Sub	\$109 days 1-5,	PREK	9/1/25	6/30/26	Not to exceed 29.5 hours per week

			\$115 days 6-10, \$130 11+.				
5.	Giachetti, Kayla	Sub	\$109 days 1-5, \$115 days 6-10, \$130 11+.	PREK	9/1/25	6/30/26	M, W, F Not to exceed 29.5 hours per week

B. Resignations/Terminations

Mr. Kent Bania, Superintendent of Schools, recommends the Board of Education approve the following **resignations or terminations** for the dates listed below.

1.	Lewis, Victoria	Counselor	NHS	6/30/25	Resignation effective 6/30/25
2.	Montique, Darren	Custodian	NHS	9/13/25	Resignation effective 9/13/25
3.	Gandolfi, Kaitlin	Speech Therapist	DIST	9/15/25	Resignation Effective 9/15/25
4.	Gurrieri, Michael	ELA Supervisor	DIST	9/22/25	Resignation Effective 9/22/25
5.	Tsairis, Roxanne	Teacher	LS	8/3/25	Resignation Effective 8/3/25

C. Retirements

Mr. Kent Bania, Superintendent of Schools, recommends the Board of Education approve the following **retirements** at the below rates for the dates listed below.

N/A

D. FMLA/Maternity Leaves/Sick Bank/Leave of Absences

Mr. Kent Bania, Superintendent of Schools, recommends the Board of Education approve the following **leaves of absences and/or amendments to leaves** for the following staff members:

1.	Employee #3374	Teacher	YS	9/1/25	4/10/26	Amend Sick days 9/1/25-10/30/25 FMLA 10/31/25 - 2/6/26 Unpaid Childrearing 2/9/26-4/10/26 RTW 4/13/26
2.	Employee #3236	Counselor	HS	10/24/25	6/30/26	Sick Days 10/24/25-11/24/25 FMLA 11/25/25-2/27/26 Unpaid Childrearing 3/2/26-6/30/26 RTW 9/1/26
3.	Employee #1569	Teacher	MS	9/1/25	6/30/26	FMLA 9/1/25 - 11/24/25 Unpaid Childrearing 11/25/25-6/30/26 RTW 9/1/26

E. Transfers/Change-in-Locations

Mr. Kent Bania, Superintendent of Schools, recommends the Board of Education approve the following **District Transfers**.

1	Turro, Bethany	Teacher	MS	9/1/25	6/30/26	Transfer to MS
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2	Gilmore, Michele	Teacher	RS	9/1/25	6/30/26	Transfer to RS
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F. Extended Day Program

Mr. Kent Bania, Superintendent of Schools, recommends the Board of Education approve the following **Extended Day Staff** at the below rates for the dates listed below.

N/A

G. Longevity

Mr. Kent Bania, Superintendent of Schools, recommends the Board of Education approve the following **Longevity Amounts** at the below rates for the dates listed below.

1.	Boyle, Jean	Registrar	\$3,400 (prorated)	DIST	10/1/25	6/30/26	11-000-266-100-00-000
2	Ferrara, Natale	Residency Resource Officer	\$4,300 (prorated)	DIST	12/1/25	6/30/26	11-000-266-100-00-000

H. Student Teachers

Mr. Kent Bania, Superintendent of Schools, recommends the Board of Education approve the following **Student Teachers/Interns** for the dates listed below.

1.	Barbara Villaneauva	Nurse	N/A	LS	9/1/25	12/23/25	
2.	Chunga-Bahamon de, Giovana	Student Teacher	N/A	NHS	9/1/25	12/23/25	

I. Stipends/Contracted Rates

1. **Mr. Kent Bania**, Superintendent of Schools, recommends the Board of Education approve the following **extra hours and stipends at their contracted rates** for the dates listed below. These payments are contingent upon the commencement of the programs.

1	Porrino, Robert	Flag Football Advisor	\$624.24 Additional 10 hours at \$50/hr	NHS	9/1/24	6/30/25	11-401-100-101-00-025
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2	Coppola, Sabino	Flag Football Advisor	\$624.24 Additional 10 hours at \$50/hr	NHS	9/1/24	6/30/25	11-401-100-101-00-025
3	Helm, Chris	Flag Football Advisor	\$624.24 Additional 10 hours at \$50/hr	NHS	9/1/24	6/30/25	11-401-100-101-00-025
4	Feraco, Laura	Flag Football Advisor	\$624.24 Additional 10 hours at \$50/hr	NHS	9/1/24	6/30/25	11-401-100-101-00-025
5	Tempsick, Kevin	Climate Grant	\$3000	NHS	9/1/24	6/30/25	20-471-100-100-00-000
6.	Penberthy, Jessica	Climate Grant	\$1000	NHS	9/1/24	6/30/25	20-471-100-100-00-000
7.	Greco, Karen	District Affirmative Action Officer	N/A	DIST	7/1/25	6/30/26	
8.	Reilly, Kevin	Teacher	\$50/hr for 4 hours	HS	8/26/25	8/26/25	Not to exceed four hours 11-401-100-101-00-025
9.	Wick, Jessica	LDTC	\$50/hr for 4 hours	HS	8/26/25	8/26/25	Not to exceed four hours 11-401-100-101-00-025
10.	Bellini, Adriene	LDTC	\$50/hr for 4 hours	HS	8/26/25	8/26/25	Not to exceed four hours 11-401-100-101-00-025
11.	Belthoff, Gabriella	Teacher	\$50/hr	MS	8/1/25	8/30/25	7th Grade Orientation Not to exceed 1 hour Team Preparation for 25-26 Not to exceed 1.5 hours 11-401-100-101-00-025
12.	Stoffers, Michael	Teacher	\$50/hr	MS	8/1/25	8/30/25	7th Grade Orientation Not to exceed 1 hour Team Preparation for 25-26 Not to exceed 1.5 hours 11-401-100-101-00-025
13.	Sasso, Frank	Teacher	\$50/hr	MS	8/1/25	8/30/25	7th Grade Orientation Not to exceed 1 hour Team Preparation for 25-26 Not to exceed 1.5 hours 11-401-100-101-00-025
14.	Vasquez, Alex	Teacher	\$50/hr	MS	8/1/25	8/30/25	7th Grade Orientation Not to exceed 1 hour Team Preparation for 25-26 Not to exceed 1.5 hours 11-401-100-101-00-025
15.	Zazzali, Lynn	Teacher	\$50/hr	MS	8/1/25	8/30/25	7th Grade Orientation Not to exceed 1 hour Team Preparation for 25-26 Not to exceed 1.5 hours 11-401-100-101-00-025
16.	Misner, Sarah	Teacher	\$50/hr	MS	8/1/25	8/30/25	7th Grade Orientation Not to exceed 1 hour Team Preparation for 25-26 Not to exceed 1.5 hours 11-401-100-101-00-025
17.	Bassani, Taylor	Teacher	\$50/hr	MS	8/1/25	8/30/25	7th Grade Orientation Not to exceed 1 hour Team Preparation for 25-26 Not to exceed 1.5 hours 11-401-100-101-00-025

18	Guariglia, Ian	Teacher	\$50/hr	MS	8/1/25	8/30/25	7th Grade Orientation Not to exceed 1 hour Team Preparation for 25-26 Not to exceed 1.5 hours 11-401-100-101-00-025
19.	Walsh, Veronica	Teacher	\$50/hr	MS	8/1/25	8/30/25	7th Grade Orientation Not to exceed 1 hour Team Preparation for 25-26 Not to exceed 1.5 hours 11-401-100-101-00-025
20.	Lauro, Kim	Teacher	\$50/hr	MS	8/1/25	8/30/25	7th Grade Orientation Not to exceed 1 hour Team Preparation for 25-26 Not to exceed 1.5 hours 11-401-100-101-00-025
21.	Melillo, Mary	Teacher	\$50/hr	MS	8/1/25	8/30/25	7th Grade Orientation Not to exceed 1 hour Team Preparation for 25-26 Not to exceed 1.5 hours 11-401-100-101-00-025
22	Johnson, Carly	Teacher	\$50/hr	MS	8/1/25	8/30/25	7th Grade Orientation Not to exceed 1 hour Team Preparation for 25-26 Not to exceed 1.5 hours 11-401-100-101-00-025
23.	LaRosa, Pia	Teacher	\$50/hr	MS	8/1/25	8/30/25	TeamPreparation for 25-26. Not to exceed 1 hour 11-401-100-101-00-025
24.	Flanner, Michelle	Teacher	\$50/hr	MS	8/1/25	8/30/25	TeamPreparation for 25-26. Not to exceed 1 hour 11-401-100-101-00-025
25.	Kulzleb, Brian	Teacher	\$50/hr	MS	8/1/25	8/30/25	TeamPreparation for 25-26. Not to exceed 1 hour 11-401-100-101-00-025
26.	Miller, Kristen	Teacher	\$50/hr	MS	8/1/25	8/30/25	TeamPreparation for 25-26. Not to exceed 1 hour 11-401-100-101-00-025
27	Curran, Justine	Teacher	\$50/hr	MS	8/1/25	8/30/25	TeamPreparation for 25-26. Not to exceed 1 hour 11-401-100-101-00-025
28.	Vance, James	Teacher	\$50/hr	MS	8/1/25	8/30/25	TeamPreparation for 25-26. Not to exceed 1 hour 11-401-100-101-00-025
29	Bruscino, Lauren	Teacher	\$50/hr	MS	8/1/25	8/30/25	TeamPreparation for 25-26. Not to exceed 1 hour 11-401-100-101-00-025
30.	IlVento, Chelsea	Teacher	\$50/hr	MS	8/1/25	8/30/25	7th Grade Orientation Not to exceed 1 hour 11-401-100-101-00-025

J. Employees for Summer Programs

Mr. Kent Bania, Superintendent of Schools, recommends the Board of Education approve the following **Extended School Year, Summer Strategies Employees and Other Summer Programs** for the dates listed below. These payments are contingent upon the commencement of the programs.

1	Belthoff, Gabe	Strategies Supervisor	\$200/Day	YS	6/23/25	7/23/25	20-231-100-100-00-000
2	Gurreri, Michael	Strategies Supervisor Sub	\$200/Day	YS	6/23/25	7/23/25	20-231-100-100-00-000
3	Wiesner, Laura	ESY Teacher	\$3573 / 20 Days Prorated	YS	6/23/25	7/23/25	11-204-100-101-50-000

4	O'Grady, Shannon	Summer Child Study Team Meetings- Teacher	\$50.00/HR	DIST	7/1/25	8/31/25	11-000-219-104-50-000
5	Tsairis, Roxanne	Summer Child Study Team Meetings- Teacher	\$50.00/HR	DIST	7/1/25	8/31/25	11-000-219-104-50-000
6	Bergen, Abigail	Summer Child Study Team Member	\$50.00/HR	DIST	7/1/25	8/31/25	11-000-219-104-50-000
7	Vinca, Albiona	Summer Child Study Team Member	\$50.00/HR	DIST	7/1/25	8/31/25	11-000-219-104-50-000
8	Wick, Jessica	Summer Child Study Team Member	\$50.00/HR	DIST	7/1/25	8/31/25	11-000-219-104-50-000
11	Listen, Erin	ESY Paraprofessional Substitute	RESCIND	YS	6/23/25	7/23/25	
12	Vasquez, Alexis	ESY Paraprofessional	RESCIND	YS	6/23/25	7/23/25	
14	Pasquale, Mariel	Secretary- Perkins Grant Work - not to exceed 18 hours	\$30/hr	HS	7/1/25	9/30/25	20-331-100-101-00-000 To be paid by Perkins Grant
15	Vicchiariello, Vincent	Marching Band Camp - Director	\$1,343.00	HS	8/24/25	8/28/25	11-401-100-101-71-626 To Be paid on 9/15
16	Wehrer, Julia	Marching Band Camp - Assistant Director	\$1,343.00	HS	8/24/25	8/28/25	11-401-100-101-71-626 To Be paid on 9/15
17	Furtado, Kimberly	Marching Band Camp - Color Guard Caption Head	\$1,343.00	HS	8/24/25	8/28/25	11-401-100-101-71-626 To Be paid on 9/15
18	Mayewski, Andrew	Marching Band Camp - Visual Caption Head	\$1,343.00	HS	8/24/25	8/28/25	11-401-100-101-71-626 To Be paid on 9/15
19	Cuautli, Charles	Marching Band Camp - Percussion Caption Head	\$1,343.00	HS	8/24/25	8/28/25	11-401-100-101-71-626 To Be paid on 9/15
20	Mackiewicz, Zachary	Marching Band Camp - Night Chaperone	\$500	HS	8/24/25	8/28/25	11-401-100-320-71-626 -To be paid by PO -To be paid on 9/15
21	Salimbene, Anthony	Marching Band Camp - Night Chaperone	\$500	HS	8/24/25	8/28/25	11-401-100-320-71-626 -To be paid by PO -To be paid on 9/15
22	Mayewski, Andrew	Zero Period	\$45/class	MS	9/2/25	6/30/26	Teaching MS Zero Band
23	Gaines, Stephone	Zero Period	\$45/class	MS/HS	9/2/25	6/30/26	Teaching MS/HS Zero Orchestra
24	Nowik, Elizabeth	Zero Period	\$45/class	MS/HS	9/2/25	6/30/26	Teaching MS/HS Zero Orchestra
25	Vicchiariello, Vincent	Zero Period	\$45/class	MS/HS	9/2/25	6/30/26	Substitute for Zero Period when needed
26	Iasso, Victoria	Zero Period	\$45/class	MS/HS	9/1/24	6/30/25	Substitute for Zero Period when needed
27	Struble, Pamela	Zero Period	\$45/class	MS/HS	9/1/24	6/30/25	Substitute for Zero Period when needed
28	Gaines, Stephone	Concert Choir	\$1,092.42	MS	9/2/25	6/30/26	11-401-100-101-71-626
29	Nowik, Elizabeth	String Conductor	\$3,500	DIST	9/2/25	6/30/26	11-401-100-101-71-626
30	Gaines, Stephone	Vocal Music Director	\$8,281.58	HS	9/2/25	6/30/26	11-401-100-101-71-626 To be paid on 1/30/26 and 6/30/26

31	Miller, Alexandra	Spring Musical Director	\$1,976.76	HS	9/2/25	6/30/26	11-401-100-101-71-626 To be paid on 1/30/26 and 6/30/26
32	Vigna, Rebecca	Spring Musical Assistant / Choreographer Assistant	\$1,300.50	HS	9/2/25	6/30/26	11-401-100-101-71-626 To be paid on 1/30/26 and 6/30/26
33	Mielnicki, Cecelia	Director for JHWMS Drama Program	\$1,900.00	MS	9/2/25	6/30/26	11-401-100-101-71-627 To be paid on 1/30/26 and 6/30/26
34	DeWald, Joshua	Extra Evening Events - not to exceed 22 hours	\$45/hr	DIST	9/2/25	6/30/26	11-401-100-101-71-626 To be paid 6/30/26
35	Iasso, Victoria	Extra Evening Events - not to exceed 10 hours	\$45/hr	DIST	9/2/25	6/30/26	11-401-100-101-71-626 To be paid 6/30/26
36	Mayewski, Andrew	Extra Evening Events - not to exceed 25 hours	\$45/hr	DIST	9/2/25	6/30/26	11-401-100-101-71-626 To be paid 6/30/26
37	Morales, Lornaa	Marching Band/Indoor Percussion Volunteer	VOL	HS	7/1/25	6/30/26	N/A
38	Struble, Pamela	Accompanist per Contract	\$150 / performance	DIST	9/2/25	6/30/26	11-401-100-101-71-626
39	Banchard, Patricia	Accompanist per Contract	\$150 / performance	DIST	9/2/25	6/30/26	11-401-100-320-71-626 To be paid by PO

K. Mr. Kent Bania, Superintendent of Schools, recommends the Board of Education approve the following **opt out benefits payments to employees**. These payments will be made on June 30, 2025.

1	Perkowski, Michelle	Teacher	MS	\$1750	1/1/25	6/30/25	Opt Out Waiver Payment 6/30/25	11-000-291-290-00-298
2.	Gonzalez, Christian	Custodian	DIST	\$291.67	6/1/25	6/30/25	Opt Out Waiver Payment 6/30/25	11-000-291-290-00-298

Old Business

Mr. Kucinski thanks the Board of Education for naming the Lincoln School Auditorium for him in June. Mr. Kucinski announces that he will not seek reelection.

Mrs. Danchak-Martin thanks Mr. Kucinski for his service.

New Business

Mr. Bania asks the Finance and Policy committees to share the report. Mr. Fraginals reads the Finance Committee Report Report. Mr. Scotti reads the policy committee reports.

Executive Session

WHEREAS, the Board of Education will be discussing matters exempt from public discussion pursuant to N.J.S.A. 10:4-12,

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education recess to closed executive session at this time to discuss contracts.

BE IT FURTHER RESOLVED, that the results of the discussions will be made public by inclusion on the agenda of a subsequent meeting of the Board of Education or when the reasons for discussing such matters in closed session no longer exist.

Adjournment of Executive Session**Adjournment**

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