

MADISON PUBLIC SCHOOLS

REGULAR BOARD MEETING AGENDA

Tuesday, December 16, 2025
6:00 pm Executive Session

Alice Perlaw Media Center at Madison High School
7:00 PM Regular Session

Madison Public School District Mission Statement

The Madison School District will inspire and challenge all students to be lifelong learners, empowered with the knowledge, skills and character to shape their future, realize their dreams, and contribute positively to the world.

Madison Public School Board Goals 2025-2026

The Board will:

- 1. Demonstrate responsible, ethical, and accountable stewardship of the district's financial and non-financial resources, with timely and transparent communication to the school community.*
- 2. Continue to refine and strengthen its governance practices.*
- 3. Revisit the district's mission statement and engage in discussions around a shared vision and core values to guide decision-making and lay the groundwork for future strategic planning.*

Madison Public School District Goals for 2025-2026

The District will:

- 1. Commit to ongoing improvement of district practices to maintain an inclusive, supportive, and culturally responsive environment for teaching, learning, and working.*
- 2. Promote high levels of student achievement through the advancement of teacher instructional practices and student engagement with a concentrated effort in mathematics.*
- 3. Foster collaboration, communication and engagement with all stakeholders to enhance relationships within the school community.*
- 4. Strengthen school and campus safety by evaluating security systems and processes to determine the immediate and future needs of the district.*

I. CALL TO ORDER

TIME: 6:00PM

Meeting called to order by BOE President, Kelley Browning

CLOSED/EXECUTIVE SESSION: President, Kelley Browning

I seek a motion to move into closed executive session

Motion by Ms. Ellis, seconded by Mr. Fontes, the Board of Education of the Madison Public Schools in the County of Morris will adjourn into a closed executive session to discuss the item(s) that falls within an exception of our open meetings policy and permits the Board to have a private discussion, since it deals with specific exceptions contained in N.J.S.A. 10:4-12b.

Vote Aye/Nay 6:0

Be it resolved that the Board will now enter into closed session to discuss matters rendered confidential by [indicate applicable matters listed below]. Any discussion held by the Board that need not remain confidential will be made public as soon as is practical. Minutes of the closed session will not be disclosed until the need for confidentiality no longer exists. All appropriate persons who may be discussed in closed session have been adequately notified.

1. Federal Law, State Law, or Court Rule.

2. Individual privacy

3. Collective bargaining agreements

4. Purchase or lease of real property if public interest could be adversely affected

5. Investment of public funds if public interest could be adversely affected

6. Tactics or techniques utilized in protecting public safety and property

7. Pending or anticipated litigation

8. Attorney-client privilege

9. Personnel – employment matters affecting a specific prospective or current employee

When the Board Returns, Action: __ WILL NOT BE, X WILL BE, _ MAY BE taken.

TIME IN: 6:01PM

RETURN TO OPEN SESSION

Motion by Dr. Tindall Seconded by Ms. Browning Vote Aye/Nay 6:0

TIME OUT: 7:17PM

II. NOTICE OF MEETING/BOARD STATEMENT

*In compliance with the Open Public Meetings Act, Chapter 231, Laws of New Jersey, 1975, notice of this meeting has been sent to the Madison Eagle, the Daily Record and has been posted in the Board of Education office, the Borough Hall, the Madison Railroad Station, the YMCA, the Madison Library, all school buildings, and on the district's website. The public is invited to attend. This meeting constitutes an official Public Meeting of the Board of Education. Action may be taken. If needed the Board will convene into Executive Session to discuss matters permitted pursuant to NJSA 10:4-12. Upon conclusion of the Executive Session, the Board will return to Regular Session at which time public action may be taken. **At this time, please silence all cell phones and electronic devices.***

ROLL CALL

	President Browning	Vice President Vasto	Mr. Duran	Ms. Ellis	Mr. Fontes	Ms. Novack	Dr. Tindall
Present	X	X	X	X	X		X
Absent						X	

Also Present:

Interim Superintendent Bruce Watson, Board Secretary Jawad Issak, Board Attorney Stephen Fogarty, Director of Curriculum Dr. Donna Gallo, and Harding Board Liaison Matthew Spelker

FLAG SALUTE**III. REPORTS AND PRESENTATIONS:**

STUDENT BOARD REPRESENTATIVE REPORT: *George Cripe, Student President*

PRESENTATIONS: *Audit Report - Man C. Lee, Partner at Nisivoccia*

MHS Carbon Footprint Internship Project

Madison Education Foundation Fall 2025 Grant Cycle

SUPERINTENDENT OF SCHOOLS REPORT: *Mr. Watson*

[Attachment](#)

PRESIDENT UPDATES: *Ms. Browning*

[Attachment](#)

CURRICULUM & INSTRUCTION REPORT(S): *Dr. Gallo/Dr. O'Connor*

[Attachment](#)

BUSINESS ADMINISTRATOR/BOARD SECRETARY REPORT: *Mr. Issak*

[Attachment](#)

HARDING LIAISON REPORT: *Mr. Spelker*

IV. OPEN TO THE PUBLIC: Board President, Kelley Browning

As outlined in Madison BOE Policy, each statement made by a participant shall be limited to three minutes. This meeting is open to the public for the purpose of addressing any subject matter that is pertinent to and/or directly related to the operation of the Madison Public School District. Any individual wishing to speak, is required to state the municipality in which they reside. We ask that you keep your comments to three (3) minutes' duration in accordance with Board Policy No. 0167. The Board may or may not respond to issues raised by members of the public. The Board asks that members of the public be courteous and mindful of the rights of other individuals when speaking. Please note that the Board will not respond to comments regarding students or Board employees, considering the privacy rights held by those individuals. Moreover, the Board discourages comments about such individuals and will not be responsible for comments. Members of the public who choose to speak during this public session should carefully consider their comments. At this time, the Board welcomes public contribution to the meeting.

I seek a motion to

*Open to the Public by **Dr. Tindall** Seconded by **Ms. Browning** Vote: Aye/Nay **6:0***

Time: 8:18PM

I seek a motion to

*Close to the Public by **Mr. Duran** Seconded by **Ms. Browning** Vote: Aye/Nay **6:0***

Time: 8:19PM

V. LIAISON/BOARD COMMITTEE REPORTS: (if available)

- Education - **Mr. Eric Fontes** [Attachment](#)
- HR/Personnel [Attachment](#)
- Finance and Facilities - **Dr. Stephen Tindall** [Attachment](#)
- Policy - **Mr. David Duran** [Attachment](#)
- Negotiations - **Ms. Kelley Browning** - met on December 11th to discuss items related to the upcoming MEA contract negotiations which will commence in the new year
- Share Services
- (AD HOC) Governance
- (AD HOC) Alternative Energy
- (AD HOC) Community Relations
- (AD HOC) Referendum Construction Project Committee - **Ms. Kelley Browning** [Attachment](#)

VI. APPROVAL OF MINUTES: *Committee of the Whole*

President: Having the recommendation of the Interim Superintendent, I seek a motion to approve the following items:

*Motion by **Mr. Duran** Seconded by **Mr. Vasto** Discussion?*

RA25-26.06 Board Meeting Minutes:

October 28, 2025

November 11, 2025

November 18, 2025

November 25, 2025

[Attachment](#)

[Attachment](#)

[Attachment](#)

[Attachment](#)

ROLL CALL VOTE - Approval of Minutes

	President Browning	Vice President Vasto	Mr. Duran	Ms. Ellis	Mr. Fontes	Ms. Novack	Dr. Tindall
Yes	X	X	X	X	X		X
No							
Abstain							
Absent						X	
Recuse							

VII. BOARD ACTION: *Committee of the Whole*

President: Having the recommendation of the Interim Superintendent, I seek a motion to approve the following items:

*Motion by **Ms. Ellis** Seconded by **Mr. Duran** Discussion?*

BA25-26.25 HIB November Reviewed Report

Case Number	School	Outcome
299793	MJS	Unfounded
299854	MHS	Founded

BA25-26.26 HIB November Affirmed Report

Case Number	School	Outcome
298992	TJS	Founded
298364	KRS	Unfounded
298150	MJS	Unfounded
298151	MJS	Unfounded
297883	KRS	Unfounded
298116	MJS	Founded (for some)

BA25-26.27 Suspension Report - December 2025

BA25-26.28 SOA for the School Safety & Security Plan Annual Review

BA25-26.29 2025-2026 Nursing Services Plan

[Attachment](#)

[Attachment](#)

ROLL CALL VOTE - Board Action

	President Browning	Vice President Vasto	Mr. Duran	Ms. Ellis	Mr. Fontes	Ms. Novack	Dr. Tindall
Yes	X	X	X	X	X		X
No							
Abstain							
Absent						X	
Recuse							

VIII. EDUCATIONAL PROGRAMS & CURRICULUM: *Eric Fontes, Chair*

President: Having the recommendation of the Interim Superintendent, I seek a motion to approve the following items:

Motion by Ms. Ellis Seconded by Ms. Browning Discussion

EC25-26.18 2025-2026 Field Trips

[Attachment](#)

ROLL CALL VOTE - Educational Programs and Curriculum

	President Browning	Vice President Vasto	Mr. Duran	Ms. Ellis	Mr. Fontes	Ms. Novack	Dr. Tindall
Yes	X	X	X	X	X		X
No							
Abstain							
Absent						X	
Recuse							

IX. HUMAN RESOURCES: *Nancy Novak, Chair*

President: Having the recommendation of the Interim Superintendent, I seek a motion to approve the following items:

Motion by Ms. Ellis Seconded by Mr. Fontes Discussion?

HR25-26.64 Resignation

Name	Position	Effective Date
Tsitsoulas, Donna	Teacher Assistant	1/18/2026
Schwerthoffer, Chase	Custodian	12/12/2025
Fowler, Stephanie	Special Education Teacher	02/08/2026

HR25-26.65 The attached 2025-2026 ECA Recommendations

[Attachment](#)

HR25-26.66 The attached Additional Compensations for 2025-2026 School Year
Numbers 207-216 and revision of number 70

[Attachment](#)

HR25-26.67 Appointment of Certificated and Non-Certificated Staff for 2025-2026 **pending all required paperwork.*

Name	Position	Location	Rate	Effective Date
Haber, Michael	Maintenance/Groundskeeper	B&G	\$51,220, Step 6	12/17/2025
Loder, Courtney	Guidance Counselor	MHS	\$73,035, MA, Step 7	01/02/2026

HR25-26.68 Transfers

Employee Number	Current Position	New Position	Effective Date	Salary
Lucard, Maximus	Custodian at MHS	Lead Custodian at MJS	12/01/2025	Lead Custodian Stipend - \$1250, prorated

HR25-26.69 Leave of Absence

[Attachment](#)

HR25-26.70 REVISION Leave Replacements **pending all District required paperwork.*

Name	Position	Revision	School	Salary	Start Date	End Date
Finaldi, Lisa	Italian Teacher Long Term Substitute for employee ID #3561	HR25-26.29	MHS	\$300 per diem rate (.6FTE) equivalent to \$180 per diem	09/01/2025	01/30/2026 12/23/2025
Conte, Emma	Long Term Elementary School Teacher for employee ID #0635	HR24-25.116	CAS	\$63,710, BA, Step 1	09/01/2025	06/30/2026 06/30/2025

HR25-26.71 Leave Replacements **pending all District required paperwork.*

Name	Position	School	Salary	Start Date	End Date
Phlobs, Marian	Elementary School Teacher	TJS	BA, Step 1, \$63,710 (prorated)	01/02/26	04/17/26

ROLL CALL VOTE - Human Resources

	President Browning	Vice President Vasto	Mr. Duran	Ms. Ellis	Mr. Fontes	Ms. Novack	Dr. Tindall
Yes	X	X	X	X	X		X
No							
Abstain							
Absent						X	
Recuse							

x. FINANCE & FACILITIES: Dr. Stephen Tindall, Chair

President: Having the recommendation of the Interim Superintendent, I seek a motion to approve the following items:

Motion by Dr. Tindall Seconded by Ms. Ellis Discussion?

- FF25-26.79 Accepting the attached October 2025 Board Secretary and Treasurer's Report [Attachment](#)
- FF25-26.80 Board Secretary/Treasurer's Report for the month of October 2025;
Whereas, in compliance with N.J.A.C. 6A:23A-16.10, the secretary has certified that, as of the date of the report(s), no budgetary line item account has obligations and payments which in total exceed the amount appropriated by the district board of education, now, therefore, be it resolved, that the Board of Education accepts the above referenced reports and certifications and orders that they be attached to and made part of the record of this meeting, and Be it Further Resolved, in compliance with N.J.A.C. 6A:23A-16.10, the Board of Education certifies that, after review of the secretary's monthly financial reports 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 N.J.A.C. 6A:23A-16.10 and that sufficient funds are available to meet the district's financial obligations for the remainder of the school year.
- FF25-26.81 The attached October 2025 Monthly Transfers [Attachment](#)
- FF25-26.82 The attached December 12, 2025 Bills List and Check Register [Attachment](#)
- FF25-26.83 November 2025 Payrolls in the amount of \$3,182,208.14
- FF25-26.84 The attached list of Facilities Use for the month of November [Attachment](#)
- FF25-26.85 The attached list of fire and crisis drills for the month of November [Attachment](#)
- FF25-26.86 Gratefully accepts the attached list of donations [Attachment](#)
- FF25-26.87 The OOD placement for student # 8491190758 to attend Sage Day Alliance effective November 24, 2025 through June 18, 2026 [Enclosure](#)
- FF25-26.88 The OOD placement for student # 3215419232 to attend Frelinghuysen Middle School-Morris School District effective November 17, 2025 through June 18, 2026 [Enclosure](#)
- FF25-26.89 Accepting the attached 2024-2025 Annual Comprehensive Financial Report as prepared by Nisivoccia, LLP [Attachment](#)
- FF25-26.90 Accepting the attached 2024-2025 Auditor's Management Report as prepared by Nisivoccia, LLP [Attachment](#)
- FF25-26.91 Authorization of Madison Public Schools to participate in the CK04 County of Bergen Cooperative Pricing System in accordance with N.J.A.C. 5:34-7.1 et seq. and authorizes the School Business Administrator/Board Secretary to execute all required documents [Attachment](#)
- FF25-26.92 The attached addendum to the agreement with ESS Support Services, LLC for Teacher Assistant Services for the 2025 - 2026 School Year [Attachment](#)
- FF25-26.93 The attached addendum to the agreement with ESS Support Services, LLC to extend the Substitute Staffing Service contract through June 30, 2026. [Attachment](#)
- FF25-26.94 Gratefully accepts 21 grants totaling \$56,538.00 from the Madison Education Foundation [Attachment](#)

ROLL CALL VOTE - Finance and Facilities

	President Browning	Vice President Vasto	Mr. Duran	Ms. Ellis	Mr. Fontes	Ms. Novack	Dr. Tindall
Yes	X	X	X	X	X		X
No							
Abstain							
Absent						X	
Recuse							

x. POLICY COMMITTEE: David Duran, Chair

President: Having the recommendation of the Superintendent, I seek a motion to approve the following items:

*Motion by **Mr. Duran** Seconded by **Ms. Browning** Discussion?*

P25-26.02 Second Reading of Policies and Regulations

P2415	Every Student Succeeds Act
P2415.02	Title I - Fiscal Responsibilities
P2415.04	Title I - District-Wide Parent and Family Engagement
P2415.51	CAS Title I - School, Parent, and Family Engagement
P2415.52	MJS Title I - School, Parent, and Family Engagement
P2415.53	TJS Title I - School, Parent, and Family Engagement
P2415.54	KRS Title I - School, Parent, and Family Engagement
P2415.55	MHS Title I - School, Parent, and Family Engagement
P5120	Assignment of Students
P5130	Withdrawal from School
P5250	Excusal from Class or Program
P5300	Automated External Defibrillators (AEDS)
P5305	Health Services Personnel
P5306	Health Services to Non Public Schools
P5307	Nursing Services Plan
P5310	Health Services
P5320	Immunization
P5330	Administration of Medication
P5330.01	Administration of Medical Cannabis
P5330.05	Seizure Action Plan
P5331	Management of Life-Threatening Allergies in Schools
P5332	Do Not Resuscitate Orders
P5335	Treatment of Asthma
P5338	Diabetes Management
P5339	Screening for Dyslexia
P5420	Reporting Student Progress
P5500	Expectations for Student Conduct
P5511	Dress and Grooming
P5513	Care of School Property
P5516.01	Student Tracking Devices
P5519	Dating Violence at School
P5520	Disorder and Demonstration
P5535	Passive Breath Alcohol Sensor Device
P5541	Anti-Hazing
P5560	Disruptive Students
P5561	Use of Physical Restraint
P5570	Sportsmanship
P5600	Student Discipline/Code of Conduct

P5610	Suspension
P5611	Removal of Students for Firearms Offenses
P5612	Assaults on District Board of Education Members or Employees
P5613	Removal of Students for Assaults with Weapons Offenses
P5620	Expulsion
P5700	Student Rights
P5721	Independent Publications
P5722	Student Journalism
P5750	Equitable Educational Opportunity
P5751	Sexual Harassment of Students
P5752	Marital Status and Pregnancy
P5756	Transgender Students
P5770	Student Right Privacy
P5841	Secret Societies
P5850	Social Events and Class Trips

ROLL CALL VOTE - Policies and Regulations

	President Browning	Vice President Vasto	Mr. Duran	Ms. Ellis	Mr. Fontes	Ms. Novack	Dr. Tindall
Yes	X	X	X	X	X		X
No							
Abstain							
Absent						X	
Recuse							

XI. REFERENDUM CONSTRUCTION PROJECTS: Kelley Browning, Chair

President: Having the recommendation of the Interim Superintendent, I seek a motion to approve the following items:

Motion by Ms. Browning Seconded by Ms. Ellis Discussion?

RC25-26.26	The attached proposal by McCabe Environmental Services LLC for asbestos abatement design services for the Gymnasium Catwalk renovation project at Madison High School. Total cost of \$4,600.00.	Attachment
RC25-26.27	The attached proposal by Hannon Floors for Conference room and A3 flooring at Madison High School. Total cost of \$15,933.33.	Attachment
RC25-26.28	The attached change order proposal by Iron Mountain Mechanical, Inc. for Condensate Pumps and Music Room HVAC. Total project increase of \$23,738.60 for a full contract cost of \$1,471,293.60.	Attachment
RC25-26.29	The attached change order proposal by USA General Contractors Corp. for expansion joints and roof drains net allowance and backcharges. Total project increase estimated cost of \$12,753.47 for a full contract estimated cost of \$1,540,753.47.	Attachment
RC25-26.30	The attached proposal by Unicorn Contracting Corp for Occupied Asbestos Abatement at Madison High School. Total cost of \$376,439.00.	Attachment
RC25-26.31	The attached proposal by Unicorn Contracting Corp for Unoccupied Asbestos Abatement at Torey J. Sabatini School. Total cost of \$309,750.00.	Attachment

ROLL CALL VOTE - Referendum Construction Projects

	President Browning	Vice President Vasto	Mr. Duran	Ms. Ellis	Mr. Fontes	Ms. Novack	Dr. Tindall
Yes	X	X	X	X	X		X
No							
Abstain							
Absent						X	
Recuse							

Board Agenda Addendum

XII. EDUCATIONAL PROGRAMS & CURRICULUM: *Eric Fontes, Chair*

President: Having the recommendation of the Interim Superintendent, I seek a motion to approve the following items:

*Motion by **Ms. Ellis** Seconded by **Mr. Fontes** Discussion*

EC25-26.19 The following new courses for the 2026-2027 school year:

[AP Computer Science Principles](#)

[AP Precalculus](#)

[AP World History](#)

[AP Business](#)

ROLL CALL VOTE - Educational Programs and Curriculum

	President Browning	Vice President Vasto	Mr. Duran	Ms. Ellis	Mr. Fontes	Ms. Novack	Dr. Tindall
Yes	X	X	X	X	X		X
No							
Abstain							
Absent						X	
Recuse							

XIII. OLD BUSINESS - None**XIV. NEW BUSINESS - None****XV. OPEN TO THE PUBLIC**

As outlined in Madison BOE Policy, each statement made by a participant shall be limited to three minutes.

I seek a motion to

*Open to the Public by **Dr. Tindall** Seconded by **Mr. Duran** Vote: Aye/Nay 6:0*

Time: 8:41PM

I seek a motion to

*Close to the Public by **Mr. Duran** Seconded by **Dr. Tindall** Vote: Aye/Nay 6:0*

Time: 8:41PM

XVI. BOARD MEMBER REQUESTS FOR ADDITIONAL INFORMATION**XVII. OPTIONAL CLOSED/EXECUTIVE SESSION: President, Kelley Browning**

I seek a motion to move into closed executive session

*Motion by **Mr. Vasto**, seconded by **Mr. Duran**, the Board of Education of the Madison Public Schools in the County of Morris will adjourn into a closed executive session to discuss the item(s) that falls within an exception of our open meetings policy and permits the Board to have a private discussion, since it deals with specific exceptions contained in N.J.S.A. 10:4-12b.*

Vote Aye/Nay 6:0

Be it resolved that the Board will now enter into closed session to discuss matters rendered confidential by [indicate applicable matters listed below]. Any discussion held by the Board that need not remain confidential will be made public as soon as is practical. Minutes of the closed session will not be disclosed until the need for confidentiality no longer exists. All appropriate persons who may be discussed in closed session have been adequately notified.

1. Federal Law, State Law, or Court Rule.

2. Individual privacy

3. Collective bargaining agreements

4. Purchase or lease of real property if public interest could be adversely affected

5. Investment of public funds if public interest could be adversely affected

6. Tactics or techniques utilized in protecting public safety and property

7. Pending or anticipated litigation

8. Attorney-client privilege

9. Personnel – employment matters affecting a specific prospective or current employee

*When the Board Returns, Action: **X WILL NOT BE**, __WILL BE, _MAY BE taken.*

TIME IN: 8:42PM

RETURN TO OPEN SESSION

*Motion by **Mr. Duran** Seconded by **Mr. Vasto** Vote Aye/Nay 6:0*

TIME OUT: 10:05PM

XVIII. ADJOURNMENT

*Motion by **Mr. Duran** Seconded by **Mr. Vasto** Vote Aye/Nay 6:0*

TIME: _____

MEETING NOTICE

[2025 BOE Meeting Schedule](#)